



January 2013

Fort Greely INTERCEPTOR

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Smooth transitions

By LTG Mike Ferriter
Commanding General of IMCOM

Joint Base San Antonio, December 2012—The U.S. Army Installation Management Command is committed to assisting Soldiers and families transition smoothly into civilian employment and America's communities. In response to the President's and U.S. Army's emphasis on a career-ready military, IMCOM is highlighting job fairs, expanding our transition services, and keenly focused on identifying employment opportunities within the command as well as business and industry.

"Our Soldiers deserve the best we can offer them, including the best opportunities for the future," said Lt. Gen. Mike Ferriter, commanding general, U.S. Army Installation Management Command. "We're making sure Soldiers can't slip through the cracks. We will do everything we can to help prepare them for civilian life as thoroughly as we equip them for battle," he said. "We owe that to our veterans in exchange for their life of service and sacrifice to this Nation."

All transitioning Soldiers, from those retiring to first term enlistees, have a wealth of opportunity at their fingertips thanks in large part to the Veterans Opportunity to Work Act, which Congress approved in October 2011. The VOW Act is the driving force behind the completely revamped transition program, according to Kenric Echols, chief of Military Personnel, IMCOM G1.

"Changes went into effect on November 21," Echols said, "but we're already getting lots of phone calls and inquiries about the new transition program. The intent is to better prepare transitioning Soldiers and their families and get them in touch with potential employers-hopefully resulting in job offers."

That's good news for Soldiers, the Army and the nation, according to Ferriter.

What does the new program look like? Soldiers transitioning this fiscal year will receive mandatory pre-separation counseling that includes in depth discussion of veterans benefits, financial planning, civilian employment readiness training, and a heavy emphasis on individualized transition plans over a longer time period. Transitioning Soldiers can also expect more individual

attention and counseling on resume writing and practice interviews. And depending on a Soldier's preference, the program will include a detailed workshop focusing on one of three areas - education, technical skills or small business ownership. Spouses are highly encouraged to participate in the five day transition program as well, according to Echols.

"We highly encourage spouses to attend the entire session alongside their Soldier," Echols said. "They can attend all sessions or some and we have resources to help them in their search for employment as well." IMCOM has already found that engaged and educated spouses are a key enabler to a successful transition from military service.

Job fairs are a critical part of the process. Echols emphasized that they provide a meeting place for military members and employers to connect, provide valuable networking opportunities, and give Soldiers better insight into the pay available within the private and public sectors. Garrisons around the globe are now required to host a minimum of two employment events, such as community job fairs, each fiscal year. Many garrisons are exceeding that goal by partnering with other agencies such as the U.S. Chamber of Commerce which has a proven track record for connecting business to our talented Soldiers. "We are also expanding the use of job fairs, allowing Soldiers to engage potential employers remotely, even from overseas," he said. Soldiers can sign up for a virtual career fair program at <https://www.acap.army.mil/>. A listing and details on all the IMCOM job fairs is available at <http://www.imcom.army.mil/Organization/G1Personnel/ACAP/JobFairMap.aspx>.

Federal employment is another great avenue available to Soldiers. It's estimated that as much as 60% of the Federal civilian workforce will be retiring in the next decade. This opens a wide variety of Federal jobs, and few people will be more qualified to fill those positions than today's Soldiers. Those who have served in combat, have been decorated for valor, or have combat related injuries or disabilities, may find entry into Federal service easier due to veterans' preferences and streamlined hiring practices.

The Army relies heavily on Army civilians every day. Army civilians write contracts, deliver goods, manage networks, and provide support functions that would otherwise present distractions to training and wartime operations. Civilians man the training ranges, run the finance offices, and in some cases cook the meals and manage the personnel actions. From the sound of reveille to when a soldier turns out the lights in the barracks at



IMCOM Commanding General
LTG Mike Ferriter

the end of the day, soldiers are supported by their civilian counterparts.

"There's not much difference in how you feel about your job and how you conduct business in and out of uniform," said Command Sgt. Maj. (Ret.) Willie Wilson, who today runs the Army's World Class Athlete Program for the Installation Management Command. "And in most Army civilian positions, you're still taking care of Soldiers and their families. I'm glad that's still part of my job description."

The skills sets and training Soldiers receive during active duty, whether they serve for four years or twenty, directly translate to the Army civilian workforce. Making the switch from uniformed to civilian service is easier than ever before and IMCOM's Transition Services Programs are working to ensure Soldiers and their families are educated on how to cross-walk the Military Occupational Specialties (MOS) to requirements of civilian positions. We are keenly focused on providing Soldiers and families relevant training, programs and services for seamless transition.

"I'm certain that in the coming decades our Soldiers will give this country as much as they have in the past 10 years of war," Ferriter said. "While it's important to do all we can to support them no matter what path they choose after separating or retiring, we're also positioning the Army of 2020 to retain their knowledge, skills, enthusiasm, patriotism and willingness to serve." ■

Related links:

<http://www.imcom.army.mil/>
<https://www.acap.army.mil/>
<https://h2h.jobs/>
<http://www.army.mil/info/organization/unitsandcommands/commandstructure/imcom/>

Moment of remembrance

By 2LT Jeanette Padgett
49th Missile Defense Battalion

January is a time of resolution and fresh starts. It is also a time to remember Martin Luther King Jr. who is thought to be the greatest and most influential Civil Rights Movement leader. He was an honest man, raised in a time of oppression and segregation, that fought and died to bring forth a vision of equality that he himself would never live to see. A man with a dream and faith that in a country as great as the United States all men should be equal no matter the color of their skin or the amount of money in their wallet.

Born Jan. 15, 1929 Martin Luther King Jr. was the son of a Baptist preacher who taught and instilled the belief in Martin that all men are equal no matter the color of their skin. With the words of his mother, "You are as good as anybody," always in the back of his mind Martin graduated from high school at 15 and went on to graduate from Morehouse college at 19. After graduating from college Martin's desire for knowledge lead Martin to attend a school of religion in Pennsylvania where only 100 students attended and of those 100 only five were black. Martin graduated from the school in Pennsylvania top of his class.

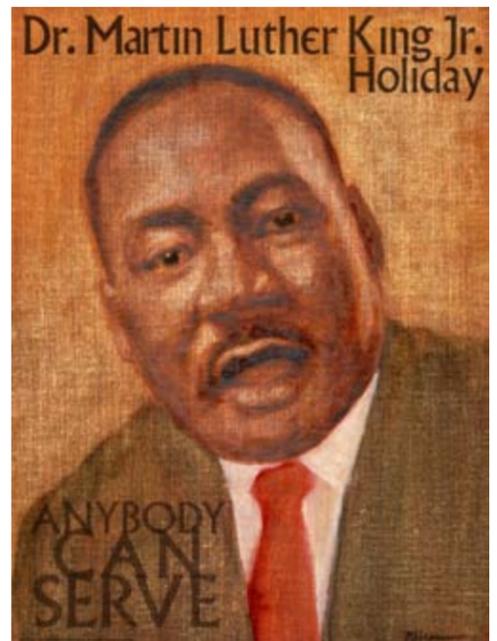
Dec. 1, 1955 is a day in that not only changed the life of Martin Luther King Jr., but every man, woman and child in the United States. That was the day that Rosa Parks decided she was not going to give up her seat and move to the back of the bus just because she was black. She was promptly arrested by the Montgomery, Alabama police department. That same night a meeting was held by the Montgomery black leaders at Martin Luther King Jr.'s church. They came together and decided to establish a boycott that all black citizens would refuse to ride the city buses until their demands were met. These leaders, against the wishes of Martin Luther King Jr., elected him president of the organization. From this point on Martin Luther King Jr. was set on a civil rights movement path that would shape the rest of not only his life but the United States and its' people as a whole.

On July 2, 1964 after battling for equality for nine years Martin Luther King Jr. was present for the signing of a strong civil rights act by President Johnson. This did not end the civil rights battle for Martin Luther King Jr., but did

give the movement the backing of the federal government. For his hard work and dedication to the Civil Rights Movement Martin Luther King Jr. was awarded the Noble Peace Prize in 1964. On April 4, 1968 the Civil Rights Movement faced its greatest challenge when after 13 years of Civil Rights battles at the age of 39 Martin Luther King Jr. was shot and killed outside his hotel room.

While a light was extinguished before its time an idea was born that continued to grow and change a nation. Because of the dedication and sacrifice of Martin Luther King Jr. a young nation was forced to look past the color of peoples' skin and realize that all men are created equal. We must never forget the battles fought and the lives cut short by the fight for Civil Rights. Martin Luther King Jr. Day is a day set aside for us as a nation to remember the mistakes of our past so that we may never repeat those same mistakes. So I ask you on Jan. 21 to take a moment to remember the sacrifices made by not only Martin Luther King Jr., but everyone involved in the Civil Rights Movement.

"Faith is taking the first step even when you don't see the whole staircase." - Martin Luther King Jr. ■



News Service

Mentor leaders ...a rare gift

By Deborah Coble
Public Affairs

Many of us take a few moments each year to plan out our resolution for the New Year. We contemplate the goals we've met or exceeded and we think about the ones we've yet to reach. We plan our projects for the coming months; we take mental stock of our outdoor gear for the trips we wish to take; we promise to spend more time at the gym or more time in the kitchen eating healthier; we swear this cigarette will be the last and the money spent will now be saved; our wives won't complain about unfinished projects and our husbands promise to be more attentive; we'll meet all deadlines with time to spare and we won't get bogged down at work. The plans to better ourselves seem endless, but what about our plans to help others?

One of the most important things we can do at work, at home, or in any social setting is build positive relationships. Positive relationships begin to happen when we use supportive communication, share our knowledge and experiences openly with others, and learn to put others first. Those three items, communication, sharing, and putting others first, seem like a short list, but they take continual effort on our part to include unvarying evaluation of our own lives. The relationships are no longer about you. They aren't about me. The relationships become about others and the knowledge that we truly want them to succeed.

A program, that truly understands the importance of positive relationships is the Installation Management Command – Pacific Region. Now two years running, this program is an opportunity for those to not only improve themselves professionally, but gain vast personal growth as well. The program supports the Installation Management Campaign Plan's Line of Effort 3: Leader and Workforce Development by providing mid-level IMCOM employees who excel in their career field the prospect to expand into multi-skilled, mobile and adaptive leaders. This program is similar to the IMCOM Headquarters Centralized

Mentoring Program, but gives employees the additional advantage of competing for a mentee position amongst a smaller group. Both programs run for one year in length and include an exceptional mentor/role model, job shadowing for stated periods of time at various locations, focused instruction on career development, diversified understanding of the organization, and developmental guidance for those outstanding employees that wish to have increased responsibilities in higher-level positions. The mentor/mentee-type programs build confidence in individuals, but more importantly, these programs create a resilient, sustainable and healthy workforce by showcasing the tools necessary to become mentor-leaders.

So why rush to fill out paperwork to meet a short suspense for a program that will take more of our personal time to complete? The answers are profound.

Becoming a mentor-leader isn't for everyone. While it doesn't involve excruciatingly painful, scientific methodologies, it does demand that we put others first. It means that we are comfortable forgoing the accolades of immediate success; allowing others to receive the awards and glory without begrudging their happiness. It means consistently measuring our actions with our words and continually evaluating our own perspectives. Mentor leaders create relationships that have positive impacts on other's lives...the focus remains on benefiting others. Those are the relationships that create enduring organizations, families and teams. By taking the route of a mentor leader we open the door to unimaginable success that continues to build and spread unto others.

Tony Dungy, author of "The Mentor Leader – Secrets to Building People and Teams That Win Consistently," describes the process best when he states, "If you do it right, as a mentor leader you may make it all but impossible for other people to give you credit." He explains that if we aren't ready to experience success without receiving any credit for it then the role of a mentor leader isn't for us.

It takes a tremendous amount of stamina to be that type of leader...that type of person. Today's culture, that most of us embrace, makes it difficult not to value what is valueless. We are taught to focus on the bottom line up front, the current quarter, the fiscal year, etc.;

however, that type of shortsightedness only results in organizations that are unbalanced and threatening to collapse at the next jarring impact. There is a place, in the correct situation and setting, for the types of leaders that take charge with authority, direction and control, but it is important to understand the difference between a leader and a mentor leader.

Leaders speak of their own visions and their undeterred paths to success; they offer planned routes for us to follow...usually at a cost. They watch from high above and wait while we try to climb the next rung occasionally shouting down motivating phrases of encouragement, but a mentor leader gets their hands dirty, they walk along side us, they are there to encourage, they are there to make sure we don't fall. The very best mentor leaders help carry us when we stumble. Mentor leaders focus down range knowing that the most significant conflicts and potential successes happen outside the immediate perimeter.

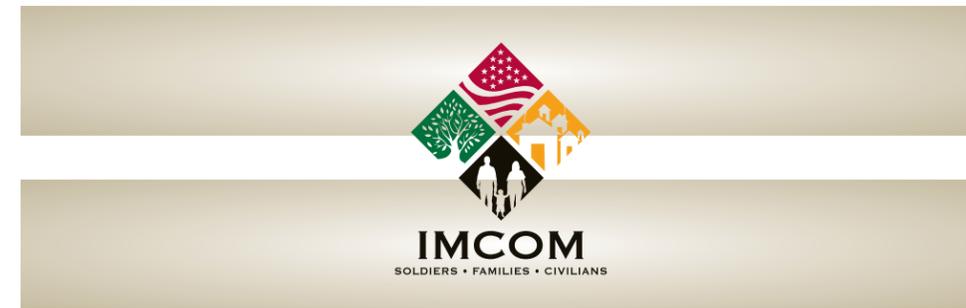
The IMCOM - Pacific Region Mentoring Program gives one not only the opportunity to experience working with a mentor leader, but a chance to see if this role is something we'd be suited for. The occurrence is infectious and loads the participant with tools and resources to share within their organization throughout the developmental training. The mentors assigned encourage us to believe in ourselves; they're there to remind us that make-believe energy and false-positive outlooks are not sustainable and won't inspire others to follow.

The program embraces opportunities for interaction and pushes the mentee to reach beyond boundaries, real or perceived, that would otherwise prevent connecting with people based on differences or levels of authority. It promotes the utilization of unexpected opportunities and to never underestimate the value of what we bring to the organization. The program, when stripped down to the essentials, is all about building lasting relationships. Those relationships and the ability to move forward as a team or fluidly left and right when the unexpected hits are what allows organizations to be and remain successful.

Perhaps one of the greatest takeaways from the program is that the role of a mentor leader is not played, but lived. In doing so, the benefits go beyond the desks, break rooms, conference tables and executive offices; they extend to our personal relationships and families. We don't need to have a following to become a mentor leader; start small. Look for ways to make a positive impact on someone's life. Don't wait for the right opportunity (more time, when you're older/wiser with more experience, more

help to do the task at hand, less workload, etc.) because the desired opportunity won't present itself when we want it to.

Enroll in the next IMCOM - Pacific Region Mentoring Program then pick someone or something to make a difference with. Help cultivate a new workforce that encourages creativity and innovation. Learn to embrace cultural differences and truly see the value in communication and collaboration with others. Build the teams that replicate great mentor leaders and your organization, group or family will see immeasurable rewards. Have faith, stay focused, encourage, equip and empower others for leaders are abundantly available... mentor leaders are a rare gift. ■



Resources available for mentors/mentees:

Articles and useful websites:

Mentors and Proteges: Simple Rules for Success
<http://www.armyg1.army.mil/hr/mentorship/docs/Mentors%20and%20Proteges%20Article.pdf>

Qualities of an Ideal Protege
<http://www.armyg1.army.mil/hr/mentorship/docs/Qualities%20of%20the%20Ideal%20Protege.pdf>

Building Trust Based Mentoring Relationships
<http://www.3creek.com/resource-center/newsletters-archive/building-trust-based-mentoring-relationships>

Army's Mentoring Resource Center
<http://www.armyg1.army.mil/hr/mentorship/default.asp>

Masterful Mentoring Newsletter
<http://www.3creek.com/resources/newsletters/newsletters.htm>

IMCOM Headquarters Centralized Mentoring Program recommended book list:

"Blink: The Power of Thinking Without Thinking" by Malcom Gladwell

"Buy-In: Saving Your Good Ideas from Getting Shot Down" by John P. Kotter

"Crucial Confrontations: Tools for Talking About Broken Promises, Violated Expectations, and Bad Behavior" by Patterson Kerry & Grenny, McMillan, Switzler

"Crucial Conversations: Tools for Talking When Stakes are High" by Patterson Kerry & Grenny, McMillan, Switzler, Covey

"Difficult Conversations: How to Discuss What Matters Most" by Stone, Douglass & Patton, Heen, Fisher

"Execution - The Discipline of Getting Things Done" by Bossidy, Larry & Charan, Burek

"Freakonomics: A Rogue Economist Explores the Hidden Side of Everything (P.S.)" by Levitt,

Steven D. & Dubner

"Good to Great: Why Some Companies Make the Leap...and Others Don't" by Jim Collins

"Leadership Secrets of Attila the Hun" by Wes Roberts

"Leverage Your Best, Ditch the Rest: The Coaching Secrets Top Executives Depend On" by Blanchard, Scott & Madeleine Homan

"Made to Stick" by Chip and Dan Heath

"Please Understand Me II: Temperament, Character, Intelligence" by David Keirse

"Principle-Centered Leadership" by Stephen R. Covey

"Seven Habits of Highly Effective People" by Stephen R. Covey

"Standing for Something: 10 Neglected Virtues That Will Heal Our Hearts and Homes" by Hinckley, Gordon Bitner

"The Starfish and the Spider" by Brafman, Ori & Rod Beckstrom

"Start with Why: How Great Leaders Inspire Everyone to Take Action" by Sinek, Simon
"SuperFreakonomics: Global Cooling, Patriotic Prostitutes and Why" by Levitt, Steven, & Dubner

"Switch: How to Change When Change is Hard" by Chip and Dan Heath

"The Black Swan" by Nassim Taleb

"The Leadership Moment: Nine True Stories of Triumph and Disaster and Their Lessons for Us All" by Michael Useem and Warren Bennis

"The Mentor Leader – Secrets to Building People and Teams That Win Consistently" by Tony Dungy

"What Got You Here Won't Get You There: How Successful People Become Even More Successful" by Marshall Goldsmith

Basketball League starting soon

By Angela Glass

Family and Morale, Welfare and Recreation

Even though freezing temperatures are a sign of the dreaded winters of Alaska, they are also a wonderful sign for the patrons of Fort Greely. It means that the Fitness Center's Basketball League is starting! A long-awaited pastime every year, basketball season is something for the Soldiers and patrons to look forward to. Basketball league sign ups have already begun and we will be accepting team rosters until Jan. 8. There will be a team meeting for captains on Jan. 10; 7 pm in the Fitness Center Gym. Season games will begin on Jan. 15 and will be held on Tuesday and Thursday Nights from 6 to 9 pm. The season will run until April 18 and will be followed by a ferocious double-elimination tournament.

Come to the Fitness Center now on Tuesdays and Thursday nights at 6 pm for open gym and start training for endurance! We are pretty competitive at the gym; you can start getting ready now. For more information call Richard Lester, Robin Fellman, or Angela Glass at 907-873-2696. See you there! ■



JANUARY 2013



Preparing for your first online course

By Diana Newman

Education Center

The New Year brings new plans. You now made the decision to go back to school. On top of that, you decided to go nontraditional. Online or Distance learning is an excellent and convenient way to pursue your education. In fact, online courses are much like traditional courses, except you are able to set your schedule and learn at your own pace. It is still a challenge. Online courses must meet the highest standards of quality design and instruction, just like a traditional course. You will also have the same fears, "can I handle the course work." No need to worry. If you prepare yourself and follow these tips you will have a smooth transition into online learning.

Set aside some space for class. This must be an area where there is less traffic and you won't get interrupted. This will be your space in your home to keep your school stuff. It is important to have some organization, even if it's just two folders, a physical one for important papers and a folder on your computer where you put all your papers. Get your supplies together. Put your books, some blank paper, a pen, and a highlighter all in one place. If you are planning to use multiple computers like one at home and one at work, I would suggest a thumb drive to save your papers and a backpack to keep all your stuff in so it's portable and handy.

Make sure you have everything you need to start. Locate the computer requirements document on the school Web site. Make sure your computer fits the requirements and you have the right equipment such as printer, speakers, microphone, etc and software (Adobe Acrobat to read .PDF files, Microsoft Word for writing papers, etc.). Most schools provide the software as downloads from their technical support page, so check that out before you go to the store and buy the software. Once you have those things in place, make sure they all work!

Know the school landscape. Just as if you

were walking around a new campus, you will need to walk around your virtual campus to learn where things are. As soon as you receive your assigned login and password log into the school Web site. Click on different links to see what is available and get a real feel for your school. Most schools hide important student information behind a firewall to protect you, so you will need to have a login and password to access it.

Visit the bookstore. Locate the bookstore and order your books for your course(s). Some schools give you a choice of textbooks or eBooks. eBooks can be downloaded as soon as you want. If you chose to go with traditional text books, it can take up to 10 days to get the books to you, so you want to do this right away.

Find the important offices and contact information. You might need, like the computer help desk, business office, the advising office, VA Office, Financial Aid, the department teaching your course, and the library. Lucky for you, you don't have to learn about the dining halls since your own kitchen will be the dining hall. Schools vary greatly in how their Web sites are laid out, but most provide links, numbers, and e-mails for all the services you will need as an online student.

Find out where your class is. Locate the login and password for your virtual classroom and the directions for logging in. Most of the time, your login and password for class will be the same for the school. Avoid finding yourself without this essential information when the help desk is unavailable and your first assignment is due, so make sure you can log in, even if you can't access your course right away.

Learn the layout of the classroom. Check out the course Web site by logging into your course and familiarize yourself with the space. Think of the space as a classroom. Click on all the links, check out the discussion board, the assignments page, the e-mail system, and anything else you can access just as if you were checking out the physical space of a classroom. Every online course is

built in a course management system such as Blackboard, Desire2Learn, etc. It is to your advantage to learn how to navigate the course before you begin class. Nothing adds to frustration more than having to learn how to do something or where to find something when you face a deadline.

Get a copy of the syllabus. Print a copy of the syllabus and read it. This will give you an idea of what you're going to study, how much reading there will be, what kind of assignments you will be doing, and generally acquaint you with the professor's expectations. Knowing what to expect will help keep you focused and not overwhelmed.

Online student networking. Post your introduction. Most online courses start by having the students write an introduction and posting it on the discussion or bulletin board. It takes time to get acquainted, so take advantage of it. When you finish the course and move on to your next, chances are you will have the same group of people in your next class. Find someone in the class who you find interesting and send them a private e-mail using their school e-mail address. Let them know you like their posting and why. Keep it short and simple. Having a friend in an online class is important. You can compare notes, share thoughts and understandings of assignments, and be a little less alone in class.

Take a deep breath! The first online learning experience can be a little intimidating for anyone, but once you get the hang of it, you will do just fine. Colleges and universities spend lots of time and money developing online courses and their Web site, much more than they do for classroom-based courses, just so online students will have a great experience. Remember to ask questions, enjoy the experience and most of all, remember to relax and breathe!

If you have questions about starting your education career, need internet access, or want to learn more about educational opportunities come by the:

Education Center
Building 661
(Located down the hall from the Launch Room Dining)
Monday -Thursday
Hours: 900-1400
or call
Diana Newman at 907-873-4369. ■

Fort Greely's sweet success

Last February, the Fort Greely Garrison Commander, Lieutenant Colonel Terry Clark, implemented the Garrison Commander's Round Table Meeting. The meeting was designed to give our customers a forum to hear the facts on issues, have their concerns addressed and to bring forward new innovative ideas. The meetings over the last year have been one of the most well attended events we've seen on a regular basis. Out of those meetings came some great initiatives and follow-ups to projects that weren't quite finished. They are listed here:

Free Room re-opened, expanded with shelves, tables and more.

Pot-luck and birthday party room established within the vicinity of the Free Room and Indoor Playground.

Full-size refrigerator is now in place at the Indoor Playground/Free Room ready for use. Drop-off donation box built for Free Room just outside the entrance to the Indoor Playground. Light installed above entry door on Indoor Playground and a diaper changing station was established within the vicinity for your convenience.

Garden plots increased from 10 to 20 with manure-rich soil.

Recycling bins established at the Aurora Community Activity Center in support of the Quality Recycling Program.

Lifeguard training is now offered at our Fitness Center.

Vending machine contract has been filled.

Troop Store now stocks more Military Clothing items for our Soldiers in order to help mitigate lengthy trips to and from Fort Wainwright.

Bison Multi-use Trail ahead of schedule and ready for use

Barbershop is up and running

Coffee shop is going strong with a variety of specialty items for sale

Our Facebook page is up to 409 "Likes"! If you haven't "liked" us it's not too late: www.facebook.com/fort.greely we'll keep you up to date.

Fort Greely continues to look for ways to improve not only our infrastructure, but our services to our customers. If you have ideas, concerns, or would just like clarification on something you may have heard or seen, please join us at the next Garrison Commander's Round Table, Jan. 16; Noon to 1 pm at the Aurora Community Activity Center. This

month's round table will have a special guest, Karen Cedzo from Partners for Progress in Delta Jct. Inc., to speak on how Partners delivers educational courses, who delivers them, what program are available and ask for ideas on the classes available this spring. Cedzo is also interested in hearing feedback and ideas on how to define key areas of need with the current demographics at FGA so that perhaps, with University of Alaska, Fairbanks help, Partners might be able to deliver some intensive course offerings that Soldiers may participate in that work around their shift schedules. If continuing your education is one of your plans for the New Year this is one round table you won't want to miss. The plan for moving the Post Theater to the Community Activity Center will also be discussed at this meeting.

NEW!

The Fort Greely Garrison Commander, Lieutenant Colonel Terry Clark, will offer a second session starting this month for each round table at 6:30 pm on the third Thursday of every month that does not have a FGA Quarterly Town Hall. For example, March 21, 2013 is the next upcoming town hall so there will be no round table meeting that Wednesday or Thursday - town hall meeting only. However, our plan is to offer both a morning and evening session of the town hall to accommodate our valued customers. All Fort Greely Members are welcome and encouraged to attend either session or both! If you have any questions regarding the scheduling of the above meetings please call the FGA Public Affairs Office at 873-5023. ■



Fort Greely Garrison Commander, LTC Terry L. Clark



IMCOM welcomes:

IMCOM Command Sergeant Major Earl Rice



IMCOM Command Sergeant Major, CSM Earl Rice

Official Bio. follows:

CSM Rice assumed duties as the Installation Management Command (IMCOM) Command Sergeant Major on 20 February 2012.

Command Sergeant Major Earl L. Rice enlisted in the United States Army in November 1981. He received his Basic and Advanced Individual Training at Fort Benning, GA. During his 30 years of service, Command Sergeant Major Rice has held numerous leadership positions which include: squad leader; section leader; platoon sergeant; drill sergeant; first sergeant; ROTC instructor; battalion command sergeant major; brigade command sergeant major; post command sergeant major; and Corps Command Sergeant Major.

His previous assignments include XVIII Airborne Corps and Fort Bragg, NC; Maneuver Center of Excellence (MCOE) and Fort Benning; US Army Infantry Center and Fort Benning, Fort Benning, GA; US Army Africa - Southern European Task Force (SETAF), Vicenza, Italy; JRTC and Fort Polk, Fort Polk LA; 173d Airborne Brigade (Sep); 2nd Battalion, 503d (Airborne) Infantry Regiment, Vicenza, Italy; 1st Battalion, 505th Parachute Infantry Regiment;

325th Airborne Infantry Regiment; Headquarters and Headquarters Company, 82nd Airborne Division, Fort Bragg, NC; 5th Battalion, 20th Infantry (Mechanized), Korea; 1st ROTC Region, Chapel Hill, NC; XVIII Airborne Corps NCO Academy, Fort Bragg, NC; and the 4th Battalion, 30th Infantry, Fort Benning, GA.

Command Sergeant Major Rice has held numerous command sergeant major positions including XVIII Airborne Corps and Fort Bragg; United States Forces Iraq, Command Sergeant Major to the Deputy Commander for Operations, Maneuver Center of Excellence and Fort Benning; US Army Infantry Center and Fort Benning; US Army Africa - Southern European Task Force (SETAF); JRTC and Fort Polk; the 173d Airborne Brigade; the 2nd Battalion (Airborne), 503d Infantry Regiment; and the 1st Battalion, 505th Parachute Infantry Regiment.

Throughout his career, Command Sergeant Major Rice has continued to further his military education and training. He has completed the Basic Airborne School, Ranger School, Jumpmaster School, Pathfinder School, Drill Sergeant School, Instructor Training Course, Jungle Warfare School, and Reconnaissance School. He is also a graduate of all NCOES Schools including the Battle Staff Course, First Sergeant Course and the Keystone Course. He received the Association of the United States Army Leadership Award during the First Sergeant Course and was selected as the Iron Person Awardee for both the First Sergeant and the Battle Staff Courses. Additionally, in 1991 he was selected as NCO of the Year for the 82nd Airborne Division and the XVIII Airborne Corps.

Command Sergeant Major Rice is also a member of the Sergeant Audie Murphy Club.

Command Sergeant Major Rice earned his Associate of Science in General Education from Troy State University in June 1990, his Bachelor of Science (Cum Laude) from Regents College in April 2000, and his Masters of Business Administration in Human Resource Management (Summa Cum Laude) from TUI in December 2008.

His awards and decorations include the Defense Superior Service Medal, Legion of Merit with three oak leaf cluster, Bronze Star Medal with V device and two oak leaf clusters, Meritorious Service Medal with five oak leaf clusters, Joint Service Commendation Medal, Army Commendation Medal with eight oak leaf clusters, Army Achievement Medal with seven oak leaf clusters, Good Conduct Medal - ninth Award, National Defense Service Medal, Southwest Asia Service Medal with two bronze stars, Global War on Terrorism Expeditionary Medal with arrow head, Global War on Terrorism Service Medal, Korean Defense Service Medal, Humanitarian Service medal - second Award, NCO Professional Development Ribbon with numeral 4; Army Service Ribbon, Overseas Service Ribbon with numeral 3, Kuwait Liberation Medal (Saudi Arabia), Kuwait Liberation Medal (Kuwait), Meritorious Unit Medal, Army Superior Unit Award, Drill Sergeant Identification Badge, Master Parachutist Badge with bronze star, Pathfinder Badge, Ranger Tab, Combat Infantryman Badge, Expert Infantryman Badge, British Parachute Badge, Egyptian Parachute Badge, Paraguayan Parachute Badge, Australian Parachutist Badge, and the Italian Parachutist Badge.

CSM Rice is married to the former Bertha Branch of Red Springs, NC. They have five children; Teisha, Joseph, Daniel, Shane and Earl Jr. ■

FGA welcomes:

Garrison Command Sergeant Major Robert Gooden

Command Sergeant Major Robert D. Gooden is a native of Talladega, Alabama. He enlisted into the Army on June of 1983. He attended Basic Training at Fort Jackson, South Carolina and Advanced Individual Training at Fort Sam Houston, Texas as a 91A (Combat Medic). He left the military in June 1985 and re-entered in November 1987 at Fort Bliss, Texas as a 16H (Air Defense Intelligence Specialist). In 1990 he was reclassified as 14T (Enhanced PATRIOT Launcher Crewmember, Maintainer/Operator).

CSM Gooden's duty positions and assignments include Medical Specialist, Alpha Company, 1/72 Armor Battalion, 2nd Infantry Division Korea; Squad Leader, Charlie Company, Academy of Health and Sciences, Fort Sam Houston, Texas; Section Sergeant, HHB, 2-61 ADA, Fort Carson, Colorado; Section Chief, HHB, 5-5 ADA, 2nd Infantry Division Korea; Small Group Instructor, Bravo Battery, 3-6 ADA, Fort Bliss, Texas; Platoon Sergeant, Alpha Battery, 1-7 ADA, Kaiserslautern, Germany; Platoon Sergeant, Alpha Battery, 5-7 ADA, Hanau, Germany; Force Modernization NCOIC, HHB USAADACEN, Fort Bliss, Texas; Platoon Sergeant, Alpha Battery, 1-43 ADA, Suwon, Korea; Chief Instructor, Primary Leadership Development Course, Senior Instructor & Small Group Leader, Advance Noncommissioned Officers Course, NCO Academy, Fort Bliss, Texas; First Sergeant, Foxtrot Company, 1-43 ADA, Suwon, Korea and Delta Battery 3-2 ADA, Fort Bliss, Texas. S-2 Sergeant Major, 31st ADA Brigade, Fort Bliss, Texas, Operations Sergeant Major 3-43 ADA, and S-2 Sergeant Major, 11th ADA Brigade, Fort Bliss, Texas.

CSM Gooden's military education includes the Primary Leadership Development Course, the Basic Noncommissioned Officers Course, the Advance Noncommissioned Officers Course, the Battle Staff Course, the Instructor Training Course, the Small Group Instructor Training Course, the First Sergeant Course, and the United States Sergeant Major Academy, Class # 59. CSM Gooden has an Associate of Arts Degree from El Paso Community College, a Bachelors Degree in Psychology from



Fort Greely Garrison Command Sergeant Major, CSM Robert Gooden

Excelsior University, and a Masters Degree in Business Administration from TUI University.

His awards include the Meritorious Service Medal (4OLC), the Army Commendation Medal (8OLC), Army Achievement Medal (6OLC), Good Conduct Medal (8th Award), National Defense Medal, Southwest Asia Service Medal, Kuwait Liberation Medal, NCO Professional Development Medal (3), Overseas Service Ribbon (6) and the Army Service Ribbon ■

New Fort Greely Deputy to the Garrison Commander in place at Greely

Brent H. Abare is a native of Montpelier, VT. Prior to his selection as the Deputy to the Garrison Commander, USAG Fort Greely, he served as the Deputy to the Garrison Commander, USAG Casey, Camp Casey, Korea, where he was responsible for oversight of base operations to the Casey Enclave military communities. Mr. Abare served as the Camp Casey Deputy from June 2009 until his departure for Fort Greely in March 2012.

Mr. Abare's combined federal service career spans a period of 27 years, beginning in 1982 when he entered Air Force basic training. He earned a Bachelor of Arts degree from Mercer University, Macon, GA, in 1990, and was commissioned as a Second Lieutenant in the Army through the Reserve Officer Training Corps. His professional training also includes the Command and General Staff College.

Prior to his assignment as the DGC, Camp Casey, Mr. Abare was assigned to United States Army Garrison Humphreys and served as the Executive Assistant for base operations to Camps Eagle and Long, in Wonju, Korea.

Mr. Abare has served in a variety of staff and leadership positions in Korea, Germany, and the United States. His previous assignments include deployments to Somalia, Saudi Arabia, and Bosnia-Herzegovina.

His hobbies and interests include skiing, restoring classic cars and historic homes. He has a son, Kadin Casey Abare. ■



Fort Greely Deputy to the Garrison Commander, Brent Abare

U.S. Army Cold Regions Test Center and Fort Greely welcomes new CRTC commander

Lieutenant Colonel Charles H. May was welcomed to his new assignment as commander of CRTC on May 22, 2012.

LTC May graduated from the University of North Florida, joined the U.S. Army and upon graduating Officer Candidate School was commissioned a Second Lieutenant in the Corps of Engineers

LTC May's first assignment, after completion the Engineer Officer Basic Course, Fort Leonard Wood, Missouri and Diving Officer training at the Naval Diving and Salvage Training Center, Panama City, Florida was Detachment Commander, 7th Engineer Army Diving Detachment, 536th Engineer Battalion, Fort Kobbe, Panama, Republic of Panama. Follow on assignments in the Republic of Panama included Executive Officer, Alpha Company, 536th Engineer Battalion, Combat Heavy, Fort Kobbe; Executive Officer, Headquarters and Headquarters Company, United States Army - South, Fort Clayton; culminating as Company Commander, Delta Company, United States Army Garrison - Atlantic, Fort William Davis, Panama, Republic of Panama.

Departing the Republic of Panama, LTC May moved to the 19th Engineer Battalion, Fort Knox, Kentucky as the Battalion Logistics Officer (S-4). Continuing to pursue Corps of Engineer duties, he served in the 29th Engineer Battalion (Topographic), Fort Shafter, Hawaii as the Battalion Adjutant (S-1) and the Company Commander, Headquarters and Headquarters Company, Operations Officer, Headquarters, United States Army Pacific, Fort Shafter, Hawaii was LTC May's final assignment in Hawaii.

At this critical career juncture, LTC May's career diversified with recruitment into the U.S. Army

Acquisition Corps. His acquisition assignments began with stationing at Fort Leonard Wood, Missouri as the Branch Chief, Wolverine, Training and Doctrine Command System Manager followed with duties as the Branch Chief, Science and Technology, Countermine Counter Booby Trap Center (Now Counter Explosive Hazard Center).

Transitioning on, LTC May moved to Redstone Arsenal, Alabama assuming the reigns as Assistant Product Manager (APM), Sentinel Radar, Program Executive Office (PEO) Air, Space, & Missile Defense (Now PEO Missiles & Space), APM and Executive Officer for the Cruise Missile Defense Systems PEO, and Operations Officer for the PEO Missiles and Space. During his Redstone Arsenal tour he deployed to Bagram Air Base, Bagram, Afghanistan as the APM Joint Land Attack Elevated Netted Sensor (JLENS) Raid directly supporting the 10th Mountain Division, Fort Drum, New York.

Additionally, supporting a world-wide individual augment support tasking, LTC May supported the U.S. Navy in its detainee operations mission with Joint Task Force Guantanamo, Guantanamo Bay, Cuba as the Federal Agency Liaison Officer, Office for the Administrative Review of the Detention of Enemy Combatants.

LTC May's most recent assignment is Operational Test Officer, Maneuver Support and Sustainment Test Directorate, United States Army Operational Test Command (OTC), Fort Hood, Texas. During his tour with the OTC, he deployed to the New Kabul Compound, Kabul Afghanistan as the Deputy Commander - Afghanistan, Army Test & Evaluation Command, Forward Operational Assessment Team XIII.

LTC May's military education includes the



**Cold Regions Test Center
Commander, LTC Charles H. May**

Engineer Officer Basic and Advanced Courses, the Naval Diving and Salvage Training Center, the United States Army Command and General Staff College, to include continued professional development courses from the Defense Acquisition University.

His awards and decorations include the Meritorious Service Medal with five Oak Leaf Clusters, Joint Services Commendation Medal, the Air Assault badge and the Diving Officer insignia.

LTC May's bride is the former Delinda Lea Clemons who he fell in love with in the Republic of Panama while she was serving as an elementary school teacher with the Department of Defense Dependent School System. They have two sons Gareth and Ethan. The entire Clan May is excited about Alaska and the fun filled adventures that will unfold. ■

Team Greely

By LTC Terry L. Clark
Fort Greely
Garrison Commander

The meaning of team and the sincere appreciation for group efforts...

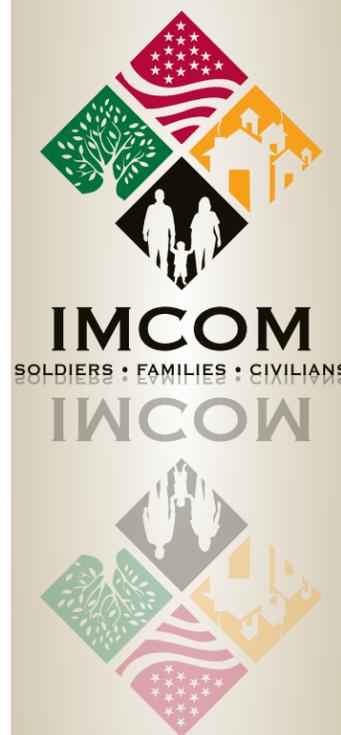
I have been asked several times lately to define the concept of "Team Greely." All things considered, this is a fair question that brought me to the realization that I was having a "Cool Hand Luke" moment ("...what we have here is a failure to communicate...").

I harkened back to earlier classroom discussion of effective communications and recalled a couple of things: First, it was extremely difficult to stay awake during the instruction. Through the duration I felt as though I was trapped in a Charlie Brown classroom cartoon. Secondly, good communication involves the common understanding of terminology and ensuring that the message sent agrees with the message received. To that end, I will endeavor to clarify the meaning of "Team Greely."

First off, I would submit to you that "Team Greely" is more than a concept,

it is a culture embraced by the members of our Fort Greely community. Webster's Ninth New Collegiate Dictionary describes the word team as "... a number of persons associated together in work or activity." It also defined Teamwork as "... work done by several associates with each doing a part but all subordinating personal prominence to the efficiency of the whole." When I think of "Team Greely," words like inclusion; community; partnership; participation; cooperation; collaboration; synergy; service; initiative and support all come to mind. Developing a team means finding common ground, building relationships and earnestly striving to set conditions for win-win opportunities.

Much of this is done informally through positive and professional relationships and engagements at all levels during the conduct of daily operations and special venues. Other manifestations are more formal, such as the recently created "Team Greely Organizational Committee"; Key Leader Luncheons; and the many boards, bureaus, cells, working groups and councils that we participate in. In the end, I would say that "Team Greely" stands most for the spirit behind the many individual and collective efforts that we routinely make in order to create a better place for all of us to work and live... Please accept my sincere thanks and appreciation for being a valued part of the team. ■



IMCOM promise: World-class customer service

LTG Mike Ferriter
Commanding General of IMCOM

Every day across our installations, members of Team IMCOM are working hard to provide world-class customer service and make it a great day to be a Soldier, Family member or Army Civilian.

A prime example is when a 71-year-old retired sergeant first class visited the Fort McCoy ID card office to renew his card. Mr. Ken Quade, a separation and retirement services specialist, noticed the retiree needed a different kind of card. He was not receiving all the benefits he should have.

Mr. Quade could see the customer needed help, and so he took corrective action. Incredibly, with Mr. Quade's help, the retiree was eventually able to recover more than \$41,000 in back pay and receive other benefits he had earned.

Just imagine the impact of this on the SFC and his wife. They returned to the office to tell Mr. Quade in person what a big difference it made in their lives.

We in the Installation Management Command are charged with delivering the majority of installation services and Soldier and Family programs, and we know that a critical element of service delivery depends on our people.

World-class customer service depends on making connections with the customers across the counter—listening to them, working to find solutions, and saying thank you. It doesn't cost a penny to make someone feel like

Visit the IMCOM Facebook page and tell us about our team members who deliver excellent customer service.

a million dollars. It does take a commitment to serve and provide leadership at every level.

Our focus on customer service is a promise of predictable service. It is a promise that customers will always be treated with courtesy, respect and an attitude of let's-make-this-work.

We can see many other great examples of customer service across IMCOM. There's Ms. Carol Pryer, a Survivor support coordinator with the Florida Army National Guard, who with great persistence and compassion has built a strong network for our most revered members, Army survivors.

Or Ms. Robin Greene at Fort Sam Houston, who has worked hard to streamline the process for providing housing for Soldiers with medical needs. Or Ms. Jessica Zagelow, Family Child Care Director at Fort Bliss, who goes above and beyond for children who need extra care. Or Mr. Nick Overstake and Mr. Pat Fielder at Campbell Army Airfield, who came in Christmas Day to repair runway lights and make sure a flight with redeploying Soldiers could land. There are way too many great examples to name them all, and to that I say, Go Team!

Thank you, IMCOM personnel, for setting the standard for customer service. I am extremely

proud of our team and what you do for Soldiers, Families and Civilians every day.

And thank you, too, to our customers for your feedback. Keep sending us those ICE comments. Visit the IMCOM Facebook page and tell us about our team members who deliver excellent customer service. We want to know how we can improve, and just as much, we want to hear about our stars.

Army strong! ■

**US Army Garrison
Fort Greely
Mission Statement**

Provide base operations support to Missile Defense and tenants, continually improve the quality of life for Soldiers, Civilians and Families while promoting a positive relationship with Delta Junction and surrounding communities

The Garrison Mission Statement describes our present business and purpose ("who we are, what we do, and why we are here").

**US Army Garrison
Fort Greely
Vision Statement**

To Become the Army's Benchmark Small Garrison for Defense and Readiness

The Garrison Vision Statement portrays the organizations future business scope ("where we are going").

POC: Plans, Analysis & Integration Office, ph #: 873-7335



Outside the Mobility Test Complex following the WIN-T brief the group walks out toward a day filled with exciting events. Photos courtesy of CRTC

CRTC Hosts January 2012 Commanders' Conference

By Clara Zachgo
CRTC

In early January over 40 of the US Army Test and Evaluation Command's senior leaders and staff traveled to Fort Greely, Alaska, braving the harsh arctic conditions to spend a few days catching a glimpse of what CRTC Rugged Professionals endure throughout the winter. When participants arrived on the evening of 17 January 2012 for the ATEC Commanders' Conference, the temperatures were holding in the 40 below zero range, an Alaskan welcome for people from all over the country.

Although the weather was cold and the bus ride was chilling, when attendees finally arrived at CRTC's Bolio Lake Test Site three hours later, they received a warm welcome. According to MG Dellarocco, "you can tell a lot about the type of organization by the people that work there—from how you are greeted, to how it looks, to how the details are coordinated—every single category was exceeded by the people at CRTC."

After getting some official business completed the next morning it was time for conference attendees to get outside and experience CRTC. After being outfitted in the standard CRTC apparel—Carhart coveralls, Vapor Barrier

boots, arctic mittens, and balaclavas—ATEC staff and senior leaders ventured out into the 40 below zero temperatures to experience cold weather testing and participate in a team building event. The cold set in for many, especially after the first few stops on the range tour. According to Julio Dominguez, the Technical Director of US Army Yuma Proving Ground (YPG), "people from CRTC are the only ones that can stand outside at 40 below with a smile on their faces; everyone else is standing there freezing!"

For many conference attendees, this was not the first time to visit CRTC, but the first time the temperatures had dropped so low. Robert Carter, the Technical Director at the US Army White Sands Missile Range had been to CRTC a few years ago, but said, "There is definitely a difference between 20 below and 40 below zero, last time it was balmy compared to this."

During the range tour, four of the test sites were visited, giving people an idea of exactly what cold weather testing consists of. MG Dellarocco felt the briefings at the M1A2 Abrams Tank, Small Unit Support Vehicle Re-Power, Warfighter Information Network-Tactical, and Load Handling System Compatible Water Tankrack (Hippo) test sites helped to demonstrate how the discoveries that are made during cold weather testing are "very illuminating. People can learn a lot from the findings of the tests at CRTC and need to pay close attention to those findings."

Testing at CRTC is nothing like testing in a cold chamber; you are not confined by a small area or surrounded by a warm bubble.

The WIN-T test was just one example of the importance of testing at CRTC. With a test consisting of at least six large components and numerous smaller pieces, WIN-T emphasized the necessity of natural environment testing. One of the representatives from the Program Managers office for WIN-T, Ed Canivan, expressed the inability to set up the entire network in a cold chamber, but traveling to CRTC allowed them to complete their needed cold weather testing. "We learned a lot of things here we could never have learned in a cold chamber." MG Dellarocco summed up the range tour saying, "CRTC understands its mission."

After the test site visit wrapped up, it was time to get moving and warm up with a traditional Alaskan competition, outhouse races. This popular northern contest consists of teams of five, four pushers and a rider, pushing an outhouse on skis around a course to see who can do it the fastest. This team building event allowed the participants to band together for some good fun after their arduous day held in meetings. The rest of the evening was spent in sidebar meetings, followed by dinner and a bonfire.

The following full day of meetings wrapped up the January 2012 ATEC Commanders' Conference and it was time for everyone to begin the long trip back to the lower 48. MG Dellarocco was extremely pleased with what had been accomplished during the short stay at CRTC. "Whenever you pull your staff and senior leaders together to discuss where an organization is heading you build relationships, which make you stronger and more effective as an organization." ■

Busy making plans

DHS students arrive for Career Day

By Deborah Coble
Public Affairs

FORT GREELY, Alaska, 2012 - Roughly two dozen Delta High School Seniors made their way into the Fort Greely Aurora Community Activity Center for Career Day on March 13. The activities planned for the day's big event were tailored to the graduating senior that would assist them in their post secondary education decisions offering the potential for them to obtain gainful employment.

Employment assistance representatives from Alaska Air National Guard, Alaska Army National Guard, University of Alaska ROTC, Fort Greely

Human Resource Office, Boeing Company, Alaska State Troopers, Delta/Greely School District, Bering/Kaya Support Services, Fort Greely Fire Department were on hand for students to ask questions, receive information packets, and obtain a brief overview on necessary job skills and qualifications. Family Assistance Center Representative, Tracy Miley, Wells Fargo Delta Junction Bank Manager, Allison Long, and Financial and Employment Readiness Army Family Team Building Specialist, Angela Murphy spent portions of the day briefing various topics like resumé writing, volunteerism,

enhancing job skills, and budgeting and borrowing for post secondary education. Fort Greely Garrison Commander, LTC Terry Clark, 49th Missile Defense Battalion Commander, LTC Joe Miley, and Fort Greely Garrison Command Sergeant Major Carolyn Reynolds were on hand to greet the students and offer words of encouragement.

Fort Greely School Liaison Officer, Jack Detzel, was impressed with the turnout and pleased with the new venue they (FGA) were able to offer. "The whole concept started with the high school Career Day program, but the seniors needed a different type of venue in order to concentrate on resumé's and the local scholarship packets, which will be distributed later today. We decided to take advantage of the new Fort Greely Aurora Community Activity Center, a state-of-the-art facility, and give the senior students a real world experience," said Detzel.

Andrew Carey, Alan Roach, and Kayla Mackey all seniors at Delta High School were looking for a starting point. "It's important to learn how to write a good resumé. I'm pretty sure the employer will look over our resumé's before they look at our appearance," said Carey. Simply put, a good



Delta High School Senior, Alan Roach looks forward to getting a solid start on his resumé at the 2012 Career Day. Photo by Deborah Coble

resumé will help get you through that first door.

Each student was provided with a workshop packet, a laptop, pens and the information necessary to begin their individual career paths. "The laptops are on loan from the high school courtesy of Technology Coordinator, Bill Burr. He thought it would be a great idea to put the technology the students use every day and apply it to this experience," said Detzel. The students were at ease in front of their laptops and eager to both answer and ask questions. "At the end of the day, when the

resumé's look solid, and all the presenters have spoken, we are going to be handing out the book of scholarships. Last year, Fort Greely and the Delta community offered about \$35 thousand worth of local scholarships," said Detzel. "But they aren't getting those goodies until the very end," he continued.

It was a large production that took weeks to prepare. Detzel and his team are grateful for the assistance from all the participants, Fort Greely and look forward to an even bigger event next year. ■



Fort Greely Garrison Commander, LTC Terry Clark, speaks openly to the Delta High School seniors at the 2012 Career Day. Photo by Deborah Coble

Hardships on the Alaska Highway

By **Deborah Coble**
Public Affairs

FORT GREELY, Aug. 2012 - The Alaska Highway is no longer the rough challenge it once was. It has been straightened, paved, flattened and sees constant repairs and upgrades to the asphalt that continues to be a victim to frost heaves. The steepest hill, Steamboat Mountain, is now only a 10 percent grade versus the 25 percent grades on hills, once nick-named by the Army Corps of Engineers, Meet Thy Maker and Suicide Run. Services and facilities are usually available every 50 to 100 miles on a two lane highway that is traversable not only by trucks, but by compact cars, motorcycles and bicycles.

Much has changed since the highway construction began in 1942.

A little more than two months after the bombing of Pearl Harbor, President Franklin Roosevelt authorized the United States Army to build a highway, a vital military supply line, to support the Northwest Staging Route and defend North America from the increasing threat in the Pacific. It would be the first land route from the continental United States to Alaska.

The order that followed from the War Department was deceptively simple. Soldiers were to build a 1,500 mile highway that stretched from Dawson Creek, British Columbia to Delta Junction, joining the Richardson Highway going north to Fairbanks, Alaska before the onset of next winter.

The officers in Washington D.C. who drafted the order had little experience with subarctic environments and therefore had no way of knowing the task set before the Army engineers would encompass some of the harshest, most unforgiving, yet awe inspiring wilderness ever seen in support of our nation's defense.

By mid-March 1942 nearly 11,000 US Army Corps of Engineers were rushed to the north along with more than 250,000 tons of equipment, materials and supplies. Seven regiments, three comprised solely of African Americans, were posted in strategic locations: Valdez, Whitehorse, Fairbanks, Skagway, Fort St. John, Fort Nelson and Dawson Creek in order to build from the north and south simultaneously section by section.

The first day of arrival hinted at the hardships to come. The majority of the Soldiers came from warmer climates and on the day they arrived the weather was 30-40 below zero. They were issued substantial cold weather gear, with wool-lined parkas, hats and gloves, but the rubber boots that enveloped their feet would have grown men sitting next to their bulldozers crying in delirium from the excruciating pain of frostbitten toes and feet in the weeks to come.

Weather alone was not their only hardship. Many of the Soldiers had no experience building roads and even fewer had operated heavy equipment prior to this project. However, they suddenly found themselves maintaining and operating 19-ton D-8 bulldozers and D-4 Caterpillars. On the job training and experimental planning was done and completed in a hurry for on April 9, 1942 80,000 American and Filipino troops surrendered in Bataan. On April 11, officers in charge of building the highway took the news of defeat as a warning and started building the highway with or without equipment.

Make-shift equipment and rafts were fashioned to move equipment across waterways and vast bodies of water like Charlie Lake, near Fort Saint John, British Columbia. Improvising to circumvent impossible terrain, missing or unsuitable equipment was a skill that Army engineers excelled at; however, some ingenuity came at a terrible cost. On May 15, 1942, while ferrying equipment up the nine-mile route on Charlie Lake, storm clouds moved in and water overcame the overloaded vessel. Equipment shifted, the hastily assembled barge capsized and sank taking 12 of the 17 men on board. This would not be the last fatality for the troops building the highway.

A slight surge in morale came with the warmer spring weather, but was quickly doused with the endless spring rain. Frozen ground turned into sticky, unyielding mud and a new environmental challenge called muskeg was encountered. Muskeg areas could be small like ponds and the engineers would go around it or they could span across miles and be 25 feet deep. The mud and muskeg swallowed whole vehicles and tractors along with supplies and by early June only 95 miles of highway had been constructed. It seemed impossible to finish the highway by winter.

The best route was abandoned for the most favorable. Engineers were quick to find a workable solution for the muskeg. When it could not be gone around the Soldiers corduroyed the roads. Trees were cut down by hand and then carried by teams to line the

length of the road while even more trees were cut and carried to traverse the width of the road. This created ridges, similar to corduroy material, that once road fill was placed on top, equipment could safely cross. Though corduroying the roads worked it slowed the process considerably and took great amounts of physical strength and effort to create.

Morale would rise and fall depending on the obstacles the engineers faced, but June 3, 1942 delivered crushing news that pushed their determination to complete the highway on time.

News filtered in that Japan attacked the Aleutian Islands at Dutch Harbor. American casualties topped 100. In less than one week Japan captured two Aleutian Islands and for the first time since the War of 1812 foreign forces had seized American lands. The war in the Pacific was now at America's doorstep. All Alaskans were told to be on alert

Though the Soldiers' efforts now surged with meaning, as they were suddenly thrust to the front lines of the war, only 365 miles of road had been completed by the end of June leaving four months left to build the remaining 1100 miles before winter.

Finally, after months of surveillance, news from an aerial reconnaissance team arrived...a plausible route through the Canadian Rockies was found. Lead bulldozers were flanked by two others knocking down trees to create a swath of road 60-90 feet wide. The survey teams went ahead 10 miles or more planning the most favorable route barely keeping ahead of the rumbling "catskinners" close behind. Following the catskinners the bulk of the regiment followed to widen, straighten and grate the roadway. Culverts and bridges were built using the expansive amounts of timber at hand. Black Soldiers on the highway, who were written off as careless, irresponsible and continuously scrutinized, held their own. One African American regiment constructed a 350 foot bridge over the fast moving Sikanni Chief River in just three and a half days. It was the longest standing bridge of all the structures built by the 11,000 men.

Twenty or more hours of daylight that now graced the construction effort only made the work harder. The Soldiers worked until they dropped. They were split into 12-hour shifts 24-hours a day, seven days a week. Too tired to set up tents, most simply unfurled their sleeping bag and slept under the trees.

Fresh food rations were rare. Spam and Vienna sausages were a delicacy along with canned, greasy bacon. At one point rations dropped so low Soldiers were eating pancakes three times

a day for a month or more. At times, they were able to trade their canned goods for fresh fish in the native villages – but even the locals tired of the same canned goods... chili con carne... so just offered the fish outright.

Personal hygiene was done as opportunities were provided – many preferred the make-shift basins with leftover cooking water over some of the coldest fresh water they had ever come across.

Summer brought the most hated enemy for the engineers building the highway, mosquitoes. Entries in personal journals recall mosquitoes dive-bombing their victims with assault tactics similar to the Japanese Kamikaze pilots. Soldiers found they ate more mosquitoes than they did food. Black flies, choking dust, yellow jaundice from dirty immunization needles and the tediousness of repetition all took tolls on the Soldiers, but by the end of July over 400 more miles of roadway was completed.

Soldiers did whatever they could to keep those tractors going to push the road through to the end. With a significant amount of road built the War Department decided to parade the restricted military effort. Reporters were allowed to visit the project and for the first time Americans began reading about the Alaska Highway.

By August 31, 1942 and only 460 miles left to go the project was stalled with a new problem – permafrost. Permafrost seemed a hard impenetrable surface, but once it was exposed, the slightest warmth in temperature would cause it to thaw rapidly creating deep areas of water and mud. It took the engineers six weeks of trial and error to find a workable solution. Trees cut by hand were used to immediately insulate the roads to keep them frozen while the bulldozers sat quiet. More corduroy roads were constructed atop the now insulated roads. The Army Core of Engineer's solution of corduroy worked, but reduced construction efforts to only a mile a day.

Slowly, section by section, of highway was completed and many of the regiments were sent to other war efforts.

By October permafrost was no longer the problem. What was to be the coldest winter on record had arrived. With only two regiments left, one black...one white, they struggled to close the remaining gap of the highway.

Trucks ran 24-hours a day to keep warm. Skin froze in a manner of seconds. Spilled diesel on clothing would cause layers of skin to be torn off when the clothing was removed. It became a serious fight for survival with minor mistakes costing lives.

On October 25; 4 pm, the Soldiers closed the last gap of highway, with the official date of completion being November 20, 1942. This unprecedented engineering feat took less than eight months to complete. The Soldiers that suffered the greatest and ridiculed the most... the African Americans, built one-third of the Alaska Highway and built it with exceedingly great skill.

At the time of completion the war in the Pacific was turning in favor of America and her allies. In the summer of 1943 the Japanese were driven from the Aleutian Islands and Japan never advanced to the mainland of Alaska yet the Alaska Highway continued to play a vital role in World War II. Over 8,000 aircraft, flown from America to Russia by way of the Northwest Staging Route and the highway, with the Lend-Lease Program, helped the Soviet Union triumph over Germany.

Upon the highway's completion in the fall of 1942, the engineers who had labored so intensively were transferred to other arenas in the war, including the South Pacific and Europe. An estimated thirty men had died during the construction of the highway. Memorials for the veterans are scattered in spots throughout the highway, including the Black Veterans Memorial Bridge, dedicated in 1993. Nearly half of the fatalities were caused by the ferry disaster at Charlie Lake.

Fierce battles in the Pacific and Europe soon overshadowed the completion of the highway and it wasn't long before the highway and the Soldiers that built it were forgotten.

By the next spring many of the bridges on the highway had washed out and the road was in dire need of repair. Over the next few years the Public Roads Administrations (PRA) over saw the construction of a paved roadway.

Today, over 360,000 yearly tourists drive on the Alaska Highway for a majestic journey of a lifetime.

As historian Ken Coates once said of the Alaska Highway, "Other roads just take you places. The Alaska Highway grabs onto your heart and holds on tight." ■

2012 ALASKA HIGHWAY CONVOY

Coming through Delta Jct. in just 20 more days!

COMING HERE!!!

WHERE Deltana Fairgrounds WHEN AUGUST 21, 11:30 AM

CELEBRATING THE 70TH ANNIVERSARY OF THE BUILDING OF THE ALASKA HIGHWAY

Members of the Military Vehicle Preservation Association are convoying through Canada & Alaska in historic military vehicles to celebrate this 70th Anniversary. 4,100 miles/6,600 km in 27 Days

Watch for the convoy when it travels through our area!

Arctic Fury places Soldiers in ground-breaking training environment

By Deborah Coble
Public Affairs

FORT GREELY, June 2012 - Alaska Army National Guard Soldiers from the 297th Battlefield Surveillance Brigade participated in a command post and combat field training exercise, "Operation Arctic Fury" conducted at Donnelly Training Area Fort Greely, Alaska May 5-19. It was the brigade's first collective annual training exercise complete with coalition forces and many other supporting agencies. The 297th BFSB is an intelligence collecting unit with the capability to disrupt threat networks by rapidly adapting their strengths to the enemy's weaknesses. Soldiers assigned to the 297th BFSB, and many others in support, traveled from their detachments in Alaskan communities including Kodiak, Kenai, Barrow, Bethel, Juneau, Fairbanks, Anchorage, and Wasilla for this exciting event.

The concept of Arctic Fury was to provide a realistic tactical scenario during the validation process of employing the newly fielded Tactical Mission Command Systems and Standard Integrated Command Post. In addition, the 297th collaborated with joint forces from active duty Army, Army Reserve, and Air Force Reserve, Alaska agencies, and even included the 39 Canadian Brigade Group staff. "This training event is the first of this scope and scale planned and coordinated by the Alaska Army National Guard maneuver units involving joint operations and combined arms maneuver live fire. We're establishing our first Tactical Sensitive Compartmentalized Information Facility (SCIF) and running classified message traffic through our Trojan Spirit satellite dish and we're establishing a stand-alone communications intranet using the Joint Network Node," said Colonel Michael Thompson, Commander, 297th Battlefield Surveillance Brigade, Alaska Army National Guard, when he spoke about the highlights of

the exercise.

This joint/combined forces environment helps to simulate the environment Soldiers are accustomed to when they are deployed overseas. Soldiers were tasked with responding to different scenarios employing air and ground assets that are capable of providing assistance to provide authentic experiences when dealing with terrorist attacks. Large scale exercises, such as this one, are good for the units as they involve everyone and various capabilities. From a logistics perspective; unit readiness improves when units operate their equipment, usage and mileage is captured (over 13,000 collective miles were driven in support of Arctic Fury) which potentially garners funding for future training.

Thompson also stated that 297th BFSB will support the State of Alaska during domestic emergencies and natural disasters. Though this year's annual training exercise was not run specifically using the Incident Command System under the National Incident Management System, Thompson explained that this exercise centered on a stability/combat ops environment, but there is a practical application of the new command post in domestic operations. "The Alaska National Guard is making a lot of progress in training and working with the State of Alaska's Division of Homeland Security & Emergency Management to prepare for natural disasters. We intend to showcase our command post and allow DHS&EM to see that we can set up in any disaster area or remote location should they need it. This command post can deploy to an affected area and provide the governor and his leadership the imagery and information needed in the event of a large scale disaster or incident."

Battlefield Surveillance Brigades, a relatively new formation for the Army, are the only modular brigades whose primary purpose is to collect information through intelligence gathering, surveillance and reconnaissance



Soldiers from the 297th BFSB present a briefing for distinguished guests from their new command post, the centralized hub of the Tactical Sensitive Compartmentalized Information Facility, on May 15. Facilities such as the one pictured above have the capabilities and equipment to deliver timely and accurate information to help focus combat power more precisely to divisions, corps or joint task forces when needed. Below: The Sky Hook Retrieval System snags the UAV Sky Eagle as it comes in for a landing. Photos by Deborah Coble

to satisfy the needs of division, corps or joint task forces priority intelligence requirements so that those groups may focus combat power more precisely. Skilled at information warfare these highly networked Soldiers use a combination of combat information collection systems, both manned and unmanned, in complex terrain dispersed among various populations. This information helps provide multiple and complementary layers of combat information that up until a few short years ago was not available to tactical level commanders.

"We've never done this before; everything we're doing is ground-breaking for the Alaska Army National Guard," said Thompson. "This exercise allows us to demonstrate that we can set up a tactical operations center and test the ability of our staff to get the system up and running, allowing us to monitor the operations in real time."

There were three validation events that the 297th needed to perform successfully. The first was to stand up the command post, the second was to get the computers and communications up and running, the third event was to operate all the systems effectively, "We decided to take it another step further and that was to work together with joint forces and other agencies

responding to a tactical scenario culminating in a combined arms maneuver live fire event," said Thompson.

BFSB elements such as the 297th have the adaptability to perform a number of additional roles as well to include conducting population assessments, lead a host-nation coordination effort to conduct reconnaissance of host-nation infrastructure and their transportation networks; follow and support assault forces, provide early warning to units when threats exceed capabilities, and they can conduct battle handover with maneuver forces when the situation requires such actions. What the BFSB does not do, as a rule, is perform reconnaissance in large groups or fight for their information on a large scale. BFSBs are lightly armed and tend to avoid direct fire with the known enemy during recon or surveillance missions unless there is a high-payoff target that requires immediate engagement or capture.

The new training brought back familiar faces. Retired Colonel David Osborn was the first Brigade Commander of the 297th BFSB when it was activated and transformed from the legacy 207th Infantry Group (Scout) in April 2008. Army Guard units transformed

from an infantry focused force to a more diversified group featuring not only infantry, but cavalry scouts, military intelligence, support personnel, military police and signal technicians. Osborn, who initiated the fielding of new brigade systems and equipment as well as Military Occupational Speciality training, laid the ground work for Thompson to design the concept for the Arctic Fury exercise. Osborn was invited back to see the conditions he put into action. "When you start something like this you have to timeline everything out. COL Thompson took it to the next level of putting the whole brigade all in one spot and performing the collective tasks at the brigade level. I certainly enjoy seeing the Guard with all the new equipment, the reserve components have always been the last ones to get anything or so it seems. This was certainly interesting. It's always nice to see Soldiers get the opportunity to train."

Other distinguished visitors were on hand to view the day's activities. Joint Forces Director for Alaska Army National Guard, Brigadier General Deborah McManus and Delta Junction's Mayor, Pete Hallgren, were two of the lucky few. "Opportunities to



FURY



Delta Junction City Mayor, Pete Hallgren (then Mayor Pro-tem) (left) shakes hands with Colonel Michael Thompson, Commander, 297th Battlefield Surveillance Brigade, Alaska Army National Guard (right) on the Battle Area Complex/Combined Arms Collective Training Facility. Photos by Deborah Coble

come out here and see the training doesn't happen too often. The last time was a few years ago when the Stryker Brigade came down from [Fort] Wainwright to perform. It is always intriguing to see the Soldiers camp out at 30 below zero," Hallgren said.

By the close of the exercise, the Soldiers completed all tasks with no serious vehicle accidents or personnel injuries. "When Soldiers are ready to head home to be with their families, we emphasize safety as it takes two days to get all the convoys out on the road. The convoy commander will set the pace for each convoy. We leave gaps in between each serial so that we don't clutter up the roads on the way home. There will be six to seven serials with anywhere from 10 to 15 vehicles in each. We are driving through mountainous conditions so we do take it easy and try not to be in a hurry. We obviously want to get back safely," stated Thompson.

There are always challenges and lessons learned and our military is trained to find ways to adapt and overcome. "Within an organization

there are always various cultures that are not necessarily working together and the nature of bringing a joint/combined effort together, even internally within the organization, can be difficult. For example, we have Long Range Surveillance teams that prefer to train for special missions independently from the rest of the organization. In this case it was my goal to bring them together to work with other troops units like our mounted reconnaissance elements. I made them work together during a raid operation. They were required to work together as a team throughout the planning process. We also brought in the Air Force and Army Aviation community. Getting different units to train collectively to meet the same objectives was challenging. In some cases, things fell through the cracks and the outcome wasn't perfect, but it was definitely great training and the planning effort alone was good," said Thompson. "If I had to sum it up in one word I would describe this training experience as 'ground-breaking'."

Intelligence disciplines available to and

utilized by the 297th:

IMMIN/GEOINT: Imagery Information and Geospatial Intelligence provides imagery and terrain analysis of the battlefield.

SIGINT: Signals Intelligence is the interception and exploitation of electronic signals.

HUMINT/CI: Human Intelligence and Counter Intelligence deals with the friendly forces perception of the enemy and vice versa.

ALL-SOURCE: An All Source Intelligence technician is responsible for combining and organizing intelligence information from different sources in to a single finished product it encompasses an overall battlefield and enemy course of action analysis.

Intelligence equipment available to and utilized by the 297th:

DCGS: Distributed Common Ground Systems is the Army's primary system for tasking intelligence sensors, analysis and

dissemination of multi-sensor intelligence to include mapping and weather information to the Army Warfighter.

ACT-E: Analysis and Control Team-Enclave is a self-contained and rapidly deployable processing intelligence work center that is able to provide division/brigade commanders with near-real-time current threat situation awareness. This enables the commanders to view the battle space with more effective tactical warning and force projection needed to fight a successful land battle.

TROJAN SPIRIT: The Trojan Spirit is a mobile satellite communications system that the Army uses to provide information connectivity to the military intelligence battlefield operating systems. It is capable of supporting fast-paced, flexible Army operations for tactical commanders with mission critical, high capacity intelligence information via voice, fax, digitally or through secondary imagery. ■

Top right: Major Robert Warren, 297th BFSB takes a moment out from training to visit with Major Pawel Dudek from Headquarters, 39 Canadian Brigade Group - both supporting Operation Arctic Fury on May 15. **Below:** Joint Forces Director for Alaska Army National Guard, Brigadier General Deborah McManus gets hands on instruction on how to release the unmanned aerial vehicle dubbed "Sky Eagle." This UAV, and ones similar, can relay satellite imagery directly to the command post so that operations can be monitored in real time.



Joint Forces Director for Alaska Army National Guard, Brigadier General Deborah McManus applauds Thompson's crew and their efforts after the final briefing and demonstration at the TOC.

AKNG compete in Powerlifting Championships

By SPC Balinda O'Neal
134th PA Detachment

Four Alaska Army National Guard Soldiers competed in the 2012 Alaska State Powerlifting Championships held at Southside Strength & Fitness in Anchorage March 24.

More than 30 lifters from around the state competed for their chance at a "Best" title in the three lift meet. Staff Sgt. Larry Martin, 49th Missile Defense Battalion, 1st Lt. William Heath, 49th Missile Defense Battalion, PFC. Wayne Vreeland, E Company, 1-207th Aviation, and Sgt. Joshua Hansen, 49th Missile Defense Battalion, competed in the Men's Open division and were awarded 2nd, 4th, 4th, and 5th place in their weight categories respectively.

The powerlifting competition gave each individual three attempts to lift their maximum weight in squat, bench press and deadlift. Three judges were positioned around the lifter to validate their form.

"The better your form is, the higher your performance and weight will be," said Heath, a first-time competitor. "Developing your form makes everything else come with ease."

In addition to form, one of the Soldiers learned not to max out your weight too early in the competition.

"Work on your form and don't go heavy," Vreeland said. "It's better light and right, than heavy and wrong."

One of the obstacles the new competitors overcame was abiding by the USA Powerlifting rules.

"The most challenging part of the competition has been figuring out the rules and fixing all my bad habits," Heath said. "It's a little different than just getting into the gym and doing your own thing, you have to follow lifting guidelines and uniform regulations."

Despite the challenges, the Soldiers had nothing but praise for the competition.

"My favorite part of this whole experience has been working with everyone during training and beating my personal record," Vreeland said. "I'm always striving to get better and improve myself."

Heath also added that participating in the powerlifting sport helps keep him in great physical shape and motivated.

"A huge factor in my decision to start lifting was to represent my unit and show them there's so much to do in Alaska besides being inside watching television and playing video games," Heath said. "By trying something new myself, I hope it leads the way for others to follow." ■

Alaska Army National Guard deploys to Afghanistan alongside Mongolians

By SSG Karima Turner
Alaska Army National Guard
Public Affairs

CAMP DENALI, May 2012 —Two Alaska Army National Guardsmen are preparing to deploy to Afghanistan later this month as U.S. liaisons in support of the Mongolian Expeditionary Task Forces (METF) in Afghanistan.

CPT Rafael Pacheco, 49th Ground Missile Defense senior tactical director, and SFC Paul "Marc" Wonder, Alaska Army National Guard assistant operations noncommissioned officer, will be the sixth team from the Alaska Army National Guard paired with the Mongolian Expeditionary Task Forces as tactical advisors and liaisons in support of Operation Enduring Freedom.

As liaisons, the team will be the METF's direct link to the U.S. Forces-Afghanistan and the Base Support Group at Camp Eggers and other sites in the country.

Pacheco, of Anchorage, and Wonder, of Palmer, departed Alaska in early March for Fort Benning, Ga., where they are in the midst of approximately two weeks of pre-mobilization training before leaving for Camp Eggers in Kabul, Afghanistan, where they will be deployed for six to nine months.

In 2009, when the initial team was sent to act as liaisons to the METF, living quarters, uniform and equipment requirements and the facilitation of other needs were established by the Alaska Army National Guard.

"As the mission has continued over the years, the needs of the Mongolian Expeditionary Team change, but our overall mission will remain the same: to ensure that support to the Mongolian Expeditionary Task Forces continues," Wonder said.

"It's important that we remain flexible to the needs of the Mongolian Expeditionary Task Forces though, something they needed assistance with a year or two ago, they may not need this time around, but they may need assistance with something else and we have to be open to that."

Pacheco said that he's excited to have the opportunity to be part of the liaison team and feels it's a chance to help the Alaska Army National Guard shine.

"I feel good about this deployment," Pacheco said. "It's an amazing opportunity to work directly with coalition forces, learn about the Mongolian Expeditionary Task Forces common interests and work to ensure the mission is successful."

Since 2003, the Alaska State Partnership Program has continuously developed and maintained a relationship with the Mongolian Armed Forces from deployments to Iraq, where the Alaska Army National Guard provided liaison officers to the Mongolian Expeditionary Task Forces there, to numerous joint military exercises and subject matter expert exchanges, which have provided insight and training.

The strong relationship between Mongolia and the Alaska Army National Guard prompted the Mongolian Armed Forces, when they volunteered to deploy to Afghanistan, to request liaison officers from the Alaska Army National Guard to facilitate their communication and cooperation between the U.S. and NATO "Because of the Alaska State Partnership Program, many Alaska Army National Guardsmen have a better understanding of the Mongolian culture," Wonder said. "Because of this, Alaska Army National Guardsmen are uniquely qualified to act as U.S. representative liaisons and advisors to the Mongolians. Having a better understanding of the Mongolian culture and way of life will help us ensure that miscommunication or misunderstandings between the Mongolians and other U.S. and NATO elements during the deployment don't occur, or if they do, they are amicably rectified." ■



1st Lt. William Heath, a first time competitor representing the 49th Missile Defense Battalion, Alaska Army National Guard, strains to complete one of three required squat lifts during the Alaska State Powerlifting Championships at the Southside Strength & Fitness Center in Anchorage March 24. Heath's best squat was nearly 320 lbs. Photo by SPC Balinda O'Neal.

Far upper left: SSG Larry Martin, a competitor representing the 49th Missile Defense Battalion, Alaska Army National Guard, maintains focus to successfully accomplish a squat lift during the Alaska State Powerlifting Championships at the Southside Strength & Fitness Center in Anchorage March 24. Martin's best squat during the competition was nearly 419 lbs. Photo by SPC Balinda O'Neal.



From Left to Right: Captain Rafael Pacheco, Lieutenant Colonel Wayne Hunt, and Major Paul Tappen. All former members of the 49th Missile Defense Battalion. Photo courtesy of U.S. Army.

Wounded Warrior Moose Hunt on the horizon for Greely

By Deborah Coble
Public Affairs

FORT GREELY, March 2012 - Moose sightings on Fort Greely are not uncommon, but they can pose a safety hazard if they are in the wrong area. One such area is Allen Army Airfield where the possibility of a moose vs. aircraft strike is a high and unnecessary risk.

To help mitigate this risk, Directorate of Public Works Natural Resource Manager, Rick Barth initialized the plan for a specialized moose hunt on Fort Greely to help meet the "zero tolerance" standard for moose on the airfield.

"In order to formulate a good plan one needs to have a sense of what the problem is," Barth said. He spent a good deal of time working with the National Park Service out of Denali and subject matter experts from the USDA Animal and Plant Health Inspection Services for recommendations on how to best handle the known issues with the moose at AAAF.

"It was decided that an aerial survey be done so we used two helicopters, to perform a double-wide survey so to speak, to fly

the grid in accordance with state protocol for moose surveying. The first helicopter counted 44 moose and the second one counted 50," Barth said. When asked why the numbers were different he explained that because of the altitude flown the first helicopter alerted the moose with the noise bringing them out of the brush on the backside into the open and being counted by the second aircraft.

Moose have always been heavy here and Barth explains that it is because of the lay of the land. "Throughout the state the moose population may vary from one to three moose per square mile where at Fort Greely we have five per square mile so we know we have an elevated count. Moose populations in general in this area are a little higher than state averages but we're [Fort Greely] even a little bit higher. We not higher than any of the averages in the state, but we're amongst the highest of any of the grid areas selected."

It's not the fences that keep the moose here in the area. "It's the geographical location with or without the fences. This particular piece of real estate always censuses high because the way the land runs along the Delta River and Jarvis Creek; it's the way it all funnels together."

Barth did mention that the role the fences play for the moose is to help keep the moose natural predators away. Wolves and grizzly bears do their best to steer clear of areas with large concentrations of humans while moose tend to migrate toward areas of domestication as a safeguard against their predators. The moose can thrive because their predators stand back unable to apply pressure to the population.

So where does the Wounded Warrior Project come in? "I knew that we had to have some management tool to deal with the abundant moose population. If we put some pressure on the moose [by way of a bow hunt] it prevents Fort Greely from becoming a sanctuary. If we came up with a way to apply pressure to the entire installation then it would help reduce the chances of moose getting on to

"It's a win-win for the garrison and the Army..."

the airfield and Missile Defense Cantonment area. The thought process was to look at our moose population. Historically we've seen populations of 30 or so in a survey, lately there have been up to 50 so we know we can sustain taking a percentage of the population on an annual basis," said Barth. "The number we came up with is 10."

Ten moose annually may help to give empowerment, hope and a sense of renewal to those that have risked everything for our Nation's freedom. "It's a win-win for the garrison and the Army. We will be able to offer a remarkable hunting opportunity to the Wounded Warriors and our Disabled Veterans, while reducing the overall moose population on the installation. We want to provide a recreational opportunity for disadvantaged hunters who already have access to post. This will allow us to decrease the overall numbers of moose on the installation, which in turn, will reduce the chances of moose mishaps. This will be the first Wounded Warrior Project hunt in the state. Fort Greely, the Army, Department of Fish and Game and the State of Alaska can

take great pride in providing such an opportunity to those who have risked it all," Barth said.

Though the moose hunt is still in the preliminary stages the hope is for 10 permits in 2013. Three to four permits going to the Wounded Warrior recipients that could come from anywhere in the country, with the remaining permits given to the local Disabled Veterans that already have installation access. "We are looking at being able to accommodate three to four Wounded Warrior recipients on an annual basis. We are asking the state for these permits. We will know who the recipients are well in advance in order to plan specific hunts for each of the Wounded Warriors."

Also in the planning stage is for each Wounded Warrior to have their own Safety Officer to assist with the hunt. "We're trying to keep the restrictions down," said Barth "ATVs will be allowed in some areas on some of the hunts, and the permit will be for any moose with the only restriction being no cow-calf. The remaining permits will go into the regular state pool and give Fort Greely a draw number just like they have now, the Delta Controlled Management Area Disabled Vet Hunt. Currently, there are six permits for that. We are asking for the state to either give us an additional six or seven permits or instead of those six or seven permits being for anywhere in the controlled management area to make them available for Fort Greely. To be qualified for the bow hunt the Disabled Veterans must be disabled 50 percent or greater and able to access the installation by way of Retiree card, Active Duty ID card or VA card. Then they'll have to qualify on our range here. Those recipients will have different areas from the Wounded Warrior recipients where they can hunt."

The way it will work is if you are Bow Hunter number five you go to hunting area number five. You can hunt within that area and that area only. The areas that would be available for the hunt should the

plan reach fruition are the 1,150 acres at Allen Army Airfield, 73 acres at the Ammo Supply Point and the 707 acres that encompass the Missile Defense Complex. During the last two weeks in September that the hunt is scheduled (two weeks after the general hunting season) all wood cutting permits will be put on hold.

Though the hunt will offer a rare recreational activity for the Wounded Warriors it will also reduce the deadly risks Allen Army Air Field with a moose vs. aircraft strike. ■

"Historically we've seen populations of 30 or so in a survey, lately they've been up to 50 so we know we can sustain taking a percentage of the population on an annual basis."

UPDATE!

On Nov. 27, 2012 the Directorate of Public Works Environmental team conducted the annual aerial moose survey using an Army Blackhawk helicopter. Traveling at approximately 60-80 knots the altitude was kept high enough to see through (and avoid) the trees, but close enough to identify the moose by sex and if possible, by age. This distance equated to roughly 500 feet off the ground.

The methodology deployed for the moose survey was borrowed from the State of Alaska Department of Fish and Game procedures. The Blackhawk crew, down from Fort Wainwright, flew two flights. One in the morning and one in the afternoon. Two surveys are conducted on the same day to ensure that the most accurate count possible is obtained. The crew was instructed to fly a grid pattern from the south traveling to the north in alternating directions east to west and then west to east at one quarter mile increments. There was a morning and afternoon The survey team consisted of LeRoy DeLong, Dan Miller, Rick Barth, Leo Palmer, and Sandi DeLong. Miller, LeRoy DeLong, and Barth counted while Sandi DeLong recorded the numbers of moose spotted and whether it was a cow or bull. Individuals counting were positioned

on either side of the aircraft paying particular attention to detail in order to avoid double counting. Included with the afternoon flight was ADF&G Biologist, Darren Bruning. "We wanted to extend an invitation to Darren to accompany us on at least one of the surveys so that he could validate our methods and procedures. It's important that we do this right and worth the extra effort to know that Bruning was pleased with the process and the methodology we used to obtain our population count," said Barth.

The Fort Greely Installation Natural Resources Management Plan states that an annual moose survey will be conducted. This is, in part, to be in compliance with the Sikes Act. Established in September of 1960 the Sikes Act provides cooperation guidelines for the Department of Defense and State agencies with regards to planning, developing and maintaining fish and wildlife resources throughout the United States on military reservations. The Sikes Act goes further to state that if an installation has recreational lands or lands that could be used for recreational purposes without interfering with the installations missions then those lands will be made available to the public for suitable recreational purposes. Due to Fort Greely's unique Army mission and the unusually small landmass/footprint Greely's opportunities for

public access and recreation are limited.

In addition to being compliant with the Sikes Act the moose survey also demonstrates to the state that Greely has a sustainable moose population that can support a minimal annual moose harvest that would support the request for the four Wounded Warrior Program moose hunting permits on Greely.

It is possible, with proper management, to offer limited hunting opportunities to a few of our Wounded Warriors that may not otherwise have the chance to participate in this type of outdoor activity.

Last year Greely's average moose count was 50. This year the count of both surveys averaged 69.5; both numbers show Greely has plenty of moose. ■



Top: Participants of the double aerial moose survey stand in front of the UH-60 Blackhawk just after a frigid flight. Below: Abundant, healthy, and playful moose weren't the only animals seen on the survey. A large herd of caribou can be seen spotted from overhead just north of Black Rapids Northern Warfare Training Center. Fox, wolverine and numerous birds were also seen throughout portions of the double survey. Photos by Deborah Coble.

Cold Regions Test Center provides unique training opportunity for Alaska Soldiers



By Clara Zachgo

Cold Regions Test Center

FORT GREELY, Nov. 2012 - The mountainous terrain of Afghanistan can be challenging for some of the military's larger vehicles. Driving on narrow, unimproved roads results, all too often, in overturned vehicles from a variety of perils. When this happens, Soldiers have to get those vehicles out. One thing that helps with this task is training in terrain similar to that in an operational environment, using the equipment they will need for these types of recoveries.

Soldiers from the 25th Brigade Support Battalion out of Fort Wainwright recently spent a week learning how to recover vehicles from situations like these using an M88 Armored Recovery Vehicle at the Army's Cold Regions Test Center located near Fort Greely.

The M88 is one of the largest all weather armored recovery vehicles currently in use and performs hoisting, winching, and towing operations in support of battlefield rescue and recovery missions. The M88 is also equipped to provide maintenance support for the main battle tank family and similar vehicles. CRTC owns the only two M88s in the state of Alaska, making them a valuable training asset for all nearby units.

A handful of Soldiers from the BSB used the M88 regularly in previous deployments to Afghanistan, but, until recently, training opportunities were limited and most Soldiers had to learn in the field. Sergeant First Class Erick Mitchell, senior non-commissioned officer and one of four Soldier instructors at CRTC, said this was a "unique, hands-on training opportunity that we can't get anywhere else."

Before this group of 20 Soldiers traveled to the test center, the group's knowledge of and skill level at operating an M88 was limited. "I would say 75 percent of these guys never used an M88 before," said Mitchell.

The main goal of the course was to give each Soldier "hands-on experience" on the M88 before the unit's rotation through the National Training Center in California. The course, taught by the four experienced members of the group and CRTC's Senior Test Non-Commissioned Officer Sgt. 1st Class John Schnering, covered everything from drivers' training, preventive maintenance checks and services, vehicle roll-overs, hasty recovery, to tandem recovery using an M984 Heavy Expanded Mobility Tactical Truck.

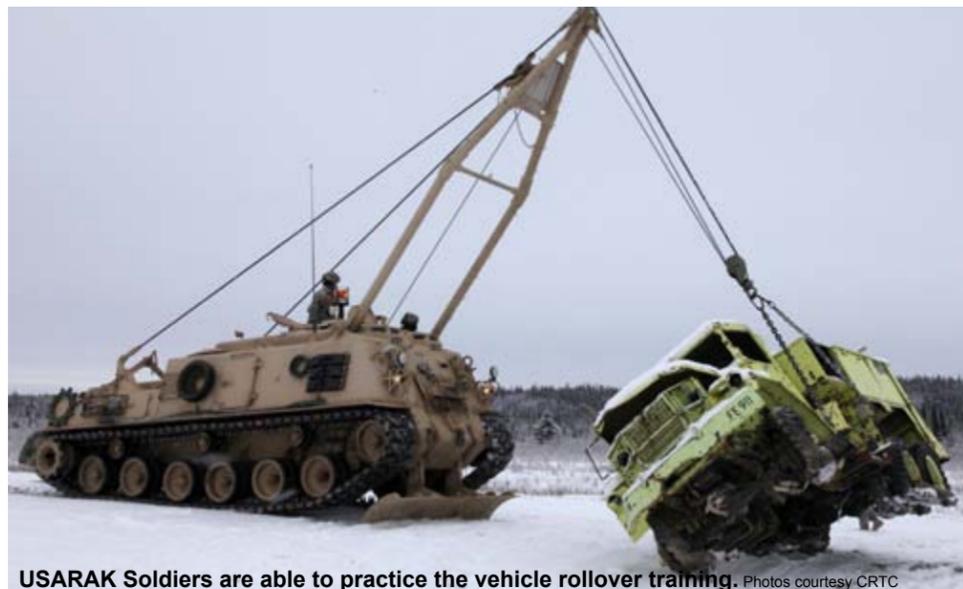
Spec. Shawn Griffin, one of the Soldiers who had deployed with an M88 to Afghanistan, was able to come to CRTC and help teach others how to operate the vehicle. However, this wasn't just a teaching experience, "I learned more here that I had in my previous

trainings." The most valuable thing I learned was "what the basic issue items are used for" which is key in maintaining the equipment.

Pvt. Patrick Perdue came to this training without ever having used an M88. "There is a lot to learn," he pointed out. "Now we can go back to our units with the experience and information we learned and share it with others."

On the last day of training, the students were able to put what they had learned to the test by performing recovery missions. "These missions and scenarios were the likely things Soldiers will come across in a combat recovery situation, giving them real-world experience they can fall back on in future deployments," explained Schnering.

After a long week of training, the Soldiers left CRTC with the hope they would be able to return in the spring for another round of training on the M88. "We got the snow this time; next time we want the mud," said Mitchell with a smile. ■



USARAK Soldiers are able to practice the vehicle rollover training. Photos courtesy CRTC



Vehicle Decals - a thing of the past

FORT GREELY, Feb. 2012 - Personnel that are authorized unaccompanied access in accordance with Fort Greely Policy Letter #22, are no longer required to obtain a Vehicle Decal (DD Form 2220) sticker to access Fort Greely; however, all privately owned vehicles must continue to be licensed, registered, and insured in accordance with state and local laws.

Rental vehicles are considered privately owned vehicles for the purpose of installation entry and access control. The vehicle rental contract suffices as proper licensing, registration, and insurance for installation access.

Visitors to Fort Greely that are not authorized unaccompanied access must still obtain a visitor's pass from the visitor's center.

If you have questions or concerns, please contact your local Directorate of Emergency Services. ■

Directorate of Logistics transfers to AMC

By Hanni Marchuk and Deb Anderson

Directorate of Logistics

FORT GREELY, Oct. 2012 - What's this I hear about the Directorate of Logistics transferring? What does that mean? Will the DOL still support our requirements? What does this transfer mean to me?

If you have asked yourself these questions in the last year please continue to read and learn more about what the DOL's transfer from Installation Management Command to Army Materiel Command means to you.

On Feb. 23 the Secretary of the Army approved the transfer of all DOL's in the Army from IMCOM to AMC effective October 12, 2012. Headquarters Department of the Army has realigned the entire Army into four enterprises - Human Capital, Readiness, Materiel, and Services and Infrastructure. AMC has responsibility for the Materiel Enterprise, and as HQDA's objective was to properly align all functions with each enterprise's core competencies, AMC is assuming responsibility of the DOL's as well.

Fort Greely's DOL support to the Garrison and its Tenant Organizations will NOT change, logistics functions will continue to be responsive to the Garrison and Mission Commanders priorities and the command structure change should be hardly visible to most agencies.

The DOL is comprised of the following sections: Property Book, Acquisitions, Self-Service Supply Center, Petroleum, Oil, and Lubricants, Central Receiving Warehouse, Transportation (both Freight and Household Goods), Hazardous Materiel Management, Ammo Storage Point, Transportation Motor Pool, Heavy Equipment Maintenance, and the

Dining Facility. The DOL has been working on Inter-Service Support Agreements with the United States Army Garrison and Fort Greely tenant organizations to insure continued services to our customers, in the mean time all support is continuing "as-is." This means that you should see no changes to our daily operations or the support we provide.

This first year AMC is going to each DOL in their area of responsibility and surveying everything we do from our manpower numbers to our processes and procedures. AMC has been doing logistics for years and is familiar with our competencies, and we welcome their experience and knowledge, hopefully making our support more efficient for all.

One big change for our reimbursable customers will be that we no longer utilize the expertise of the Garrison Resource Management Office, but fall under the 404th AFSB out of Joint Base Lewis-McChord in Washington. This just means that our

financial needs are met differently, the process for providing funds for reimbursable services remains the same, just the Point of Contact will change.

Please contact the DOL Plans & Operations Section with any questions or concerns you have about the DOL transfer. We look forward to continuing to provide Logistics support to the Garrison and Tenants as usual and intend to make every effort to ensure this transfer is seamless to all.

DOL Plans & Operations Section, Hanni Marchuk, 873-7340 or Deborah Anderson, 873-7344. ■



Safety and Wellbeing Corner

Hypothermia

By Garrison Safety Office

Hypothermia is a medical emergency that occurs when your body loses heat faster than it can produce heat, causing a dangerously low body temperature. Hypothermia is most often caused by exposure to cold weather or immersion in a cold body of water.

Hypothermia symptoms tend to develop gradually. As your body temperature drops, it can become harder for you to think clearly, so you may develop hypothermia and not realize you have it. Shivering, clumsiness, fumbling hands, exhaustion, memory loss, and slurred speech can occur. As hypothermia progresses, the victim may lie down and drift into unconsciousness.

Hypothermia is treated by warming your body and removing wet clothing. It is important to focus first on warming the central portion of the body; otherwise, blood vessels of the skin may dilate and your temperature may drop.

Once your temperature starts to increase, your extremities can also be warmed. The person should be kept warm and dry, and medical attention should be sought as soon as possible.

Before you step out into the cold remember to follow the acronym COLD: cover, overexertion, layers, and dry.

Cover. Wear a hat or other protective covering to prevent body heat from escaping from your head, face and neck. Cover your hands with mittens instead of gloves. Mittens are more effective than gloves because mittens keep your fingers in

closer contact with one another.

Overexertion. Avoid activities that would cause you to sweat a lot. The combination of wet clothing and cold weather can cause you to lose body heat more quickly.

Layers. Wear loose fitting, layered, lightweight clothing. Outer clothing made of tightly woven, water-repellent material is best for wind protection. Wool, silk or polypropylene inner layers hold body heat better than cotton does.

Dry. Stay as dry as possible. ■

IMCOM safety officials note disturbing fire trend

By Andrew Cheyne
Directorate of Emergency Services

FORT GREELY, Alaska, March 2012 - There's been a recent rash of fires caused by lint build-up in clothes dryers.

An estimated 20,000 dryer fires occur throughout the United States each year. Most of these fires are a result of worn or damaged vents that trap dryer lint. A common problem caused by cold weather is a frozen dryer vent. The plastic flaps that lead from your dryer to

outside are often unprotected. The purpose of these vents is to release dryer exhaust while keeping cold air from traveling back to your dryer and home.

The simple solution when this happens is to plug in a hair dryer and blow on the frozen area until the ice melts. Long-term, however, your best bet is to have your dryer vent serviced regularly. A trained professional can ensure that your vents are best prepared for the trials of winter. You won't waste as much energy, your clothes will take less time to dry, and you'll ensure your family's safety.

The following are warning signs that need your immediate attention:

- Clothes take an unusually long time to dry
- Clothes are hotter than usual at the end of the cycle
- Outside of dryer is unusually hot
- Damper or flappers on exhaust termination doesn't open or barely opens when dryer is on
- Laundry room feels warmer or more humid than normal
- Unexplained moisture stains in concealed dryer exhaust duct area
- Burnt smells in laundry room

To keep your dryer running safely keep in mind that dryer and exhaust

ducts should be inspected and cleaned annually. Remember to follow dryer manufacturer's recommendations. If the exhaust duct system is not up to current standard, have it replaced or corrected.

It is good practice to always run the dryer long enough so that the last few minutes push only hot dry air into the duct. This will help to clear out any remaining moisture.

Additional safety measures include the installation of a fire extinguisher in the laundry area, but not over the dryer; install a smoke alarm in laundry area. CO alarms are only necessary in the laundry area if you have gas operated dryers. Clean lint filter before every cycle and wash the lint filter screen periodically with soap and water, replacing it if it becomes damaged. Be sure to monitor the exterior termination for flapper function and airflow. Use caution not to crush or kink transition duct behind dryer and never operate a dryer while sleeping or away from home.

Close monitoring and maintenance of dryer exhaust systems are more necessary (or more critical) today than in the past, newer houses tend to have dryers located further away from an outside wall. These new locations mean dryers tend to be vented longer distances and ducts are often installed with sharp turns and bends to accommodate the

structure of the home. As a result, dryer ducts often have more places where lint can collect and animals and birds can hide or nest. Also there are more gas dryers being used today, which is another reason why dryer exhaust duct systems warrant careful maintenance.

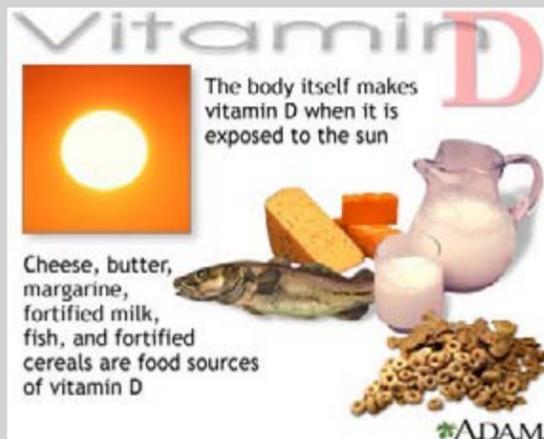
The dryer duct is sometimes concealed and making it difficult to evaluate but an alert home owner should remain watchful of the warning signs and knowledgeable of the issues. Call for professional help when you need it.

People die and property is destroyed as a result of inadequate or clogged dryer ducts. Unlike many issues that homeowners face, this one has a relatively easy and economical solution. If it's dirty...clean it! If it's not up to standard or no longer considered safe have it replaced or corrected! ■

Housekeeping at work

By Garrison Safety Office

Most of you probably have house cleaning responsibilities at home. For some of you, it's a regular weekly chore. However, what we sometimes overlook is that good housekeeping is a key duty on the job, too. The orderly arrangement of work areas is vital to the safety of all workers, regardless of where they work. It's a fact that approximately 6,000 persons are killed on the job annually in the United States. Seventeen percent of the on-the-job deaths are caused by falls, many of which result from just plain poor housekeeping practices. Falls often result from tripping over loose articles such as tools left in aisle ways and work areas. Wet spots on the floor, or trash and other articles left in stairways. Tracked-in snow is a serious problem at work; wet spots cause slips and falls. They should be cleaned up immediately, regardless of who was responsible for their being there. It's easier to do your job when your work area is kept neat. Keep your tools and equipment off the floor and stored in the proper places. This not only reduces tripping hazards, but protects the equipment. Take time to make the piles neat. ■



Vitamin D and the winter

By Robert Dunne
DC, FNP, PA-C, DFAAPA

Our bodies are amazing machines. Twenty-four hours a day, seven days a week, our bodies manufacture most of the chemicals that are needed to keep us alive and healthy. Vitamins are chemicals that our bodies can't produce—we must get them from outside sources such as food and the environment.

Vitamin D (named "D" because it was the 4th vitamin discovered by early scientists), comes from both nutritional sources and from the sun. Foods that contain Vitamin D include fortified milk, fatty fish (catfish, salmon, eels, tuna, sardines, and mackerel), eggs, and beef liver. Sunlight on our exposed skin causes the formation of Vitamin D.

Deficiencies in Vitamin D can cause problems with bone strength, and has been associated with certain cancers, multiple sclerosis, hair loss, Alzheimer's disease, Parkinson's disease, and peripheral vascular disease. "Minimum Daily Requirements" have been established for vitamins by the government, and can be seen on labels of nutritional supplements and food products. These numbers reflect the lowest possible amount we need to prevent disease, not the amount that we need to keep healthy—usually much higher.

Because of our extreme Northern location and lack of sunlight in the winter, it is safe to say that most of us are deficient in Vitamin D. Even those who live in more Southern climates have problems with this. Vitamin D supplements come as a capsule or liquid, and is easily available at the Commissary, WalMart, Sam's, and other stores.

We can easily measure your level of Vitamin D with a simple blood test. Soldiers can come to the Garrison Aid Station and pick up the necessary forms for themselves and their dependents. The test will be done at the Delta Family Medical clinic, and take about a week for the results. We can then base recommendations of how much Vitamin D you should be taking, and will repeat the test in 3 months to see the results.

Be proactive with your health—get your Vitamin D level checked. Stay Army Strong! ■



FORT GREELY, Alaska, April 2012 - Fort Greely Fire Department wins the Department of Defense Small Fire Department of the Year Award once again with the Firefighter Heroism Award going to Firefighter Matt Misquez, Firefighter Gary Fairchild, Firefighter Matt Paine, Bob Christoph (acting Captain) and Deputy Chief Eric Seward (IC). Not pictured above is Jake McNaughton, and Carter Cole. Congratulations Team Greely!

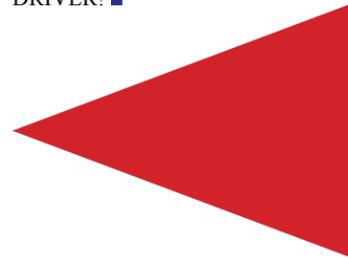
Knowledge
in a cup

Did you know the rings on the Solo red plastic cups are marked to show one ounce, five ounces and 12 ounces?

When monitoring how many drinks you've had, this is how you can more carefully protect yourself from drinking too much. One ounce of liquor, five ounces of wine, and 12 ounces of beer are each the equivalent of one drink.

We should never consume more than one drink an hour, no more than two drinks a day, and never more than three on any one day. And, of course,

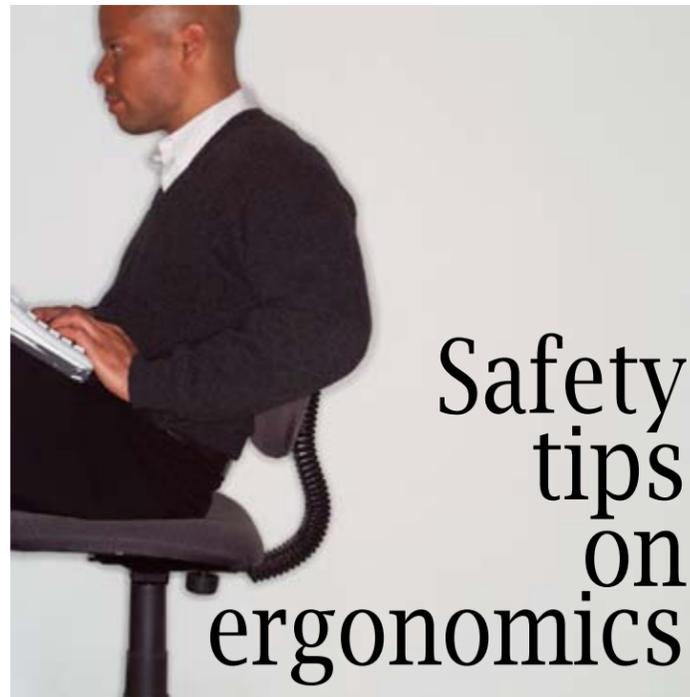
NEVER EVER DRINK and DRIVE!
ALWAYS USE A DESIGNATED DRIVER! ■



Call 873-4CAB (4222)



FOR OFFICIAL USE ONLY



By Fort Greely Garrison Safety Office

Using awkward postures in your work may put unnecessary stress on muscles and tendons. This stress can lead to back pain, tendonitis, and damage to joints by forcing muscles and tendons out of their natural positions.

In addition, awkward postures such as the following, can lead to a risk of musculoskeletal disorders: Reaching overhead, the amount of force the body must maintain in order to hold the awkward position causes stress on the body, holding fixed positions, such as bending and twisting, known as static loading and lifting an object while twisting, reaching, or turning repetitively can all lead to MSDs.

Proper lifting is crucial to good ergonomics. Take the following precautions to prevent painful back injuries:

Use lifting aids whenever possible, especially when lifting repetitively or lifting heavy objects.

Never twist your back while lifting. Instead, move your feet so that your trunk stays straight, or rearrange your work area so that twisting is not necessary while lifting.

Always lift with your legs, not with your back. Squat down, bring the load close to your body, and lift with your legs.

Use a stepstool or ladder, if you need to lift something above your shoulders. Remember never to use the top two steps or rungs.

Don't try to be a hero—if an object is too heavy for you to lift, get help from either a mechanical lifting aid or from another employee.

Keep your back in top shape by exercising and keeping your weight down. For example, doing sit-ups regularly will help strengthen both your stomach and back muscles, both of which help in the lifting process. This will help prevent injuries from occurring. ■

A few safety reminders while traveling behind the wheel...or on foot

Here are a few safety reminders to keep fresh in your mind while traveling this winter season:

While driving...

Slow Down! Allow extra time to reach your destination now that roads are slick & icy. When possible, combine trips or delay trips until weather improves.

Be extra cautious near intersections and keep an eye out for pedestrians. Plan /be prepared to stop at all intersections regardless of directional signs.

Leave room for maintenance vehicles and plows - stay at least 15 car lengths (200 feet) behind and don't pass on the right.

Watch for and expect icy surfaces on bridges even when the rest of the road seems to be in good condition.

Look farther ahead in traffic. Actions by other drivers will alert you to problems and give you extra seconds to react.

Trucks take longer to stop, so don't cut in front of them.

Don't use your cruise control or overdrive in winter.

Don't get overconfident with four-wheel drive. It helps you get going quicker, but won't help you stop any faster.

Drive with your headlights on at all times so that you are seen by others.

While walking...

Give yourself plenty of time to get to work. Before you cross in front of a vehicle make sure it stops because it may not be able to in the amount of time given. Wear shoes or boots that have traction on the snow and ice. Avoid flat soled shoes that give very little traction or grip (usually plastic and leather soles).

Be careful when you are getting in and out of vehicles; use the vehicle as support and also walk in designated walkways as much as possible.

Take short steps or shuffle for stability. ■

School receives grant money

By Jack Detzel

Family and Morale, Welfare and Recreation

FORT GREELY, Sep. 2012 - Early this past summer Fort Greely School, of the Delta/Greely School District, was notified by the Department of Defense Education Agency that the school was selected as a recipient of their 2012 award competition.

The DoDEA Grant Award totaled \$268,000.00. The project timeline is scheduled to occur over a three year period. The purpose of the grant program is to provide assistance to Military-Connected Local Educational Agencies for Academic and Support Programs.

The Delta/Greely School District Rural Education Attendance Area #15 is primary educational agency serving the communities of Fort Greely, Delta Junction and the surrounding area.

There are over 300 students enrolled in the Fort Greely School and a wide variety of learning challenges helped DoDEA select the Fort Greely School as a recipient of the grant funds.

Principal Jeff Lansing spearheaded the grant application process this spring and he is very excited to start moving forward with the assistance provided by DoDEA.

The application process was made up of three DGSD educators and they collaborated to complete the DoDEA application process by the April 13, 2012 deadline. Their unique approach to mathematics remediation helped secure the award on their first attempt in the competitive grant process. The project will support the district-wide initiative to improve student achievement in mathematics and English Language Learners through systematic professional development, Odyssey Math intervention, and engagement of

military dependent parents and students through after school academic intervention.

Science, Technology, Engineering, and Mathematics are the focus of the grant. The emphasis of this grant for FGS is to improve student achievement of our military dependents primarily in the area of mathematics and technology to remediate underachievement.

Projects are designed around the following criteria: promote student achievement in the core curricular areas; ease the challenges military students may face due to transitions and deployments; support the social and emotional needs of military students; promote virtual learning opportunities; improve educator professional development; enhance and integrate technology; and encourage family, school, and community engagement.

Approved grant activities include: external learning experiences for the next three years where students will be utilizing Global Positioning System devices and mapping tools to show the relationship between math and technology in a real-world setting (based on the 49th Missile Defense Battalion activities provided to the high school in May 2011); weekly mathematics tutoring. Math tutoring will be scheduled weekly. Twenty-one percent of our military students are below proficient in math according to the state tests. Of those students, 26 percent of them are Limited English Proficient.

Guest presentations from installation tenants will include engineers in Fort Greely School Science or Space Exploration classes. ■

FrontLine Employee

Wellness, Productivity, and You!

January 2013

Join the "Culture of Safety" in 2013

Employers with the best safety records have what are known as safety cultures. Understand this phenomenon and you'll reduce rates of accidents. A "culture" is a set of shared attitudes, values, goals, and practices that characterize an institution or organization. These are transmitted and reinforced by everyone. Can you see how a safety culture can influence a result of fewer accidents? Obviously, a safety culture goes beyond a desire to follow safety rules to avoid a supervisor's warning. The desire goes much deeper. To help grow a safety culture, transmit and reinforce safety among your peers. Making it OK to depend on each other to practice safety is a key ingredient to growing a culture in your organization where fewer accidents occur.



Employee Assistance Program

YOUR EAP PROVIDER

EAP services for DA/DOD employees and military retirees as well as family members of soldiers, DA/DOD civilians and military retirees.

ASAP Services are confidential. For more information or to schedule an appointment call (907) 873-3353

Fort Greely Army Substance Abuse Program

Achieving Your Goals: No More Anger for Failure

If you discover yourself slipping back into old habits, returning to behaviors you committed to giving up in your pursuit of new goals, commit to not beating yourself up over failure. The nature of change is not a straight line to the goal. There is an old saying that "defeat is temporary; only quitting makes it permanent." Instead, remember that tomorrow is another day to try again. Search for hidden opportunities to make a tweak, and like the scientist searching for a cure for cancer, try again.



National Stalking Awareness Month

Don't be in denial about stalking. The U.S. Department of Justice considers you a victim if you are on the receiving end of at least one of these behaviors twice during a 12-month period and it resulted in fear for your safety or that of a family member: 1) making unwanted phone calls; 2) sending unsolicited or unwanted letters or e-mails; 3) following or spying on you; 4) showing up at places without a legitimate reason; 5) waiting at places for you; 6) leaving unwanted items, presents, or flowers; 7) posting information or spreading rumors about you on the Internet, in a public place, or by word of mouth. <http://www.stalkingawarenessmonth.org/awareness>



Workplace Gossip: Rules for the Road



According to a study published in the Journal of Applied Social Psychology, up to 90% of workplace conversation is gossip. It appears that this type of natural human interaction is driven by the desire to warn group members against the harmful or inappropriate behavior of others. So not all gossip is strictly bad, but a few rules for the modern workplace are important: 1) Don't try to eradicate gossip or scold others for engaging in it. Judging others won't work. Instead model proper behavior for others. 2) If you gossip, do so in small doses. Researchers say those who gossip excessively or with too many people are perceived as untrustworthy. 3) Become a listener rather than a talker. 4) Keep your own comments about others positive and brief. 5) Hesitate to engage in trivial gossip about others. 6) Avoid taking sides in personal disputes. 7) Evaluate trustworthiness and credibility of others before acting on gossip. 8) Not everything you hear is true—ask follow-up questions. 9) Walk away when gossip becomes nasty or personal or part of an employee's consistent bad-mouthing of others. <http://www.tinyurl.com/gossip-work>

New Year's Resolutions: Producing the Magic of Motivation

If you have not committed to any New Year's resolutions, you still likely hope for a productive year. Productivity is about getting things done, and that means fending off procrastination. To fire up your commitment to follow through, experiment this year with letting people know that you are going to complete whatever difficult project you have in mind, so they are positioned to hold you accountable. Really put yourself out there, even if it means supplying a calendar marked with the very day they should contact you for a success report on the final results. Do you have friends who would love to give you a ribbing about not following through? These are your personal wizards of motivation. Does the sound of this strategy create fear and trepidation? Then—bingo—this may be the one strategy to put you over the top. Implement this motivation strategy and you will witness the magic of motivation that will compel you to act, with the upside of eliminating the struggle of mustering willpower to act on your most coveted goals.



Avoid Teaching Emotional Eating



"Comfort food"—it has a pleasant inviting sound to it, but it refers to the inappropriate use of food for purposes other than to satisfy nutritional needs or hunger. Research has shown that weight gain is strongly associated with emotional eating, even more so than with any other lifestyle factor. Tying emotions to food can happen quickly and be reinforced unwittingly. What did you learn about food and feelings growing up? Are you passing the "use food for comfort" message to those you love? Boredom, anger, depression, happiness, loneliness, stress, and resentment are common feeling states that trigger eating behaviors. To intervene, learn more about emotional eating. The latest book on this subject will be released in June 2013. "Why Can't My Child Stop Eating? A Guide to Helping Your Child Overcome Emotional Overeating" by Debbie Danowski, Ph.D. You can find it at online bookstores like Amazon.com.

Source: <http://www.tinyurl.com/comfort-food-1>

Instilling a Desire in Children to Exercise

Obesity, type 2 diabetes, and even heart disease are growing problems among youth, making it crucial to instill a desire to participate in regular exercise. Of course, physical benefits of exercise are just the beginning. Improved mental health and managing future stress are important too. Rule #1: Don't put exercise on par with household chores. Don't link it to pain or drudgery. Instead ask, "How can I make exercise something that is associated in my child's mind with enthusiasm, excitement, fun, and a feeling of accomplishment?" Part of the answer is modeling these emotional states yourself, both before and after exercise. Start young and begin this link-building early. Down the road, you'll be amazed by the results of your positive parenting.



Important notice: Information in *FrontLine Employee* is for general informational purposes only and is not intended to replace the counsel or advice of qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact an employee assistance or other qualified professional. Source URL's may be abbreviated for convenience and are case sensitive. For larger, clearer view, please select the image above.

On the cover: A view of the Granite Mountain Range from Donnelly Flats Training Area, near Fort Greely, shows pristine piles of snow prior to the forceful winds that blew through the area earlier this month. Keep your eyes on the skies...we're gaining daylight! Photo by Al Sheldon.

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